CAUT to appeal court judgement allowing faculty retirement at 65

by Victor W. Sim
CAUT Associate Executive Secretary

The CAUT plans to appeal the recent judgement of Mr. Justice Gibson Gray of the Ontario Supreme Court which would allow the universities to retire faculty members and others at age 65.

Mr. Justice Gray's opinion is that the universities are not covered by the Canadian Charter of Rights and Freedoms and that, therefore, the Charter prohibition against discrimination on grounds of age does not prevent the universities from retiring faculty members against their will. Mr. Justice Gray also found that a section of the Ontario Human Rights Code which limits protection against discrimination in employment to persons less than 65 years of age is "demonstrably justified in a free and democratic society" as a reasonable limit on the reach of the Charter.

This disappointing opinion ends the first stage of a legal battle initiated and largely funded by CAUT on behalf of eight members of the academic staff in four Ontario universities.

The November decision of the CAUT Board initiates the second stage. It sends for review to the Ontario Court of Appeal the claim of seven faculty members and a university librarian that they cannot be retired under present university policies. The decision to appeal was based upon the legal opinion of the Toronto law firm of Sack, Charney, Goldblatt and Mitchell, which has been conducting the case. It followed full debate at the Board meeting held in Ottawa on November 14-16. The appeal is supported by the four faculty associations whose members are involved and by the Ontario Confederation of University Faculty Associations (OCUFA). The cost to date has been approximately $250,000. It is estimated that the appeal will cost an additional $50,000.

CAUT policy

CAUT policy on mandatory retirement was first formulated in 1979. In a brief to a Special Committee of the Senate on Retirement Age Policies, which was convened in that year, the view was advanced that mandatory retirement, like other forms of discrimination on grounds of age, was not acceptable.

Instead, it was suggested, Canada should adopt policies which oppose discrimination on the basis of age and should develop programs to facilitate voluntary retirement, before and after age 65, under flexible criteria. It was suggested that age 65 should be retained as the "normal" age of retirement. It was recognized, as well, that this would require some amendment to pension and other benefit plans. This position was subsequently formalized by CAUT and approved on an interim basis in 1985. It was affirmed as continuing policy in 1986 in

See APPEAL/5

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bulletin

December/décembre
1986 Vol. 33 No. 10

La retraite obligatoire: L'ACPU ira en appel

par Victor W. Sim
secrétaire général associé de l'ACPU

L'ACPU songe à en appeler de la décision du Juge Gibson Gray de la Cour suprême de l'Ontario qui permettrait aux universités d'obliger les professeurs et autres à prendre leur retraite à 65 ans.

Le juge Gray a estimé que les universités n'étaient pas liées à la Charte canadienne des droits et libertés de la personne et que, par conséquent, la disposition de cette dernière interdisant la discrimination en fonction de l'âge n'empêchait pas les universités d'obliger les professeurs de prendre leur retraite à 65 ans.

Le juge a également conclu que l'article du Code des droits de la personne de l'Ontario, qui restreint la protection contre la discrimination au travail aux personnes âgées de moins de 65 ans, est justifié aux termes de l'article 1 de la Charte canadienne "dans des limites qui soient raisonnables et dont la justification puisse se démontrer dans le cadre d'une société libre et démocratique".

Cette décision, décevante pour les universitaires, met un terme à la première étape d'une bataille juridique que l'ACPU a entreprise et financée dans une large mesure au nom des huit universitaires à l'emploi de quatre universités ontariennes.

A sa réunion de novembre, le Bureau de direction de l'ACPU a décidé d'entamer la deuxième étape. Il transmet donc à la Cour d'appel de l'Ontario, pour qu'elle l'examine, la plainte de sept profs-seurs et d'un bibliothécaire. Notre position est que les directives actuelles des universités ne peuvent les forcer à prendre leur retraite. La décision d'aller en appel s'appuie sur les conseils du cabinet d'avocats Sack, Charney, Goldsblatt et Mitchell, de Toronto, qui défendent l'affaire, à la suite de longues délibérations lors de la réunion du Bureau de direction à Ottawa, les 14, 15 et 16 novembre. Les quatre associations de professeurs auxquelles appartiennent les plaignants et l'Union des associations des professeurs des universités de l'Ontario (OCUFA) appuient cette décision. Jusqu'à maintenant, l'affaire a coûté 250 000 $. On prévoit des frais additionnels de 50 000 $ pour la porter en appel.

La politique de l'ACPU

L'ACPU a formulé pour la première fois une politique sur la retraite obligatoire en 1979. Un mémoire présenté au Comité spécial du Sénat sur les politiques relatives à l'âge de la retraite, formé cette année-là, soutenait que la retraite obligatoire, comme toute autre forme de discrimination fondée sur l'âge, n'était pas acceptable.

On proposa plutôt que le Canada adopte des politiques interdisant la discrimination fondée sur l'âge et qu'il crée des programmes facilitant la retraite volontaire avant et après 65 ans en vertu de critères souples. On proposa en

Voir DÉCISION/6

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Strike ends at NSCAD, new agreement ratified

by Robert Léger
CAUT staff

The 20-day strike of faculty at the Nova Scotia College of Art and Design is over. The strike, which began October 16, was called after a lengthy period of disagreement between faculty and the College over a wide range of issues. Chief among these were job security, peer input in decision making, access to grievance and arbitration procedures, and salary equity.

The strike ended November 4 with the ratification of a two-year agreement by the Faculty Union and the College's Board of Governors. The College was back in full operation by November 5.

The new agreement contains clauses on Non Discrimination, Academic Freedom, and on Rights, Duties and Responsibilities of the members. The latter article deals in particular with teaching load.

The contract provides for arbitration of grievances. In the past, this recourse was not available at the College.

Peer review and the consultation process have been enhanced. A new feature for the College is a standard hiring procedure. A peer advisory committee on hiring (or initial appointment) is to be set up. The article on limited term appointments establishes for the first time at the College clear time limits for term appointments. It provides for an absolute limit of 24 months, beyond which the staff member will receive a continuing regular appointment. The initial regular appointment will be for a three-year period. Beyond that, a procedure has been established for reappointment. In addition, there are now limits on who, other than bargaining unit members, can teach at the College.

A general term of three years has been set for Division Chairs. The term can be extended to a maximum of five years.

The agreement gives faculty the right to a sabbatical leave every six years. The stipend for a sabbatical leave was raised from 75% to 80% of salary. There is now a librarian's leave which is similar to

See NSCAD/19

Photo: Gary Wilson

CAUT Bulletin
ISSN 0007-7887

Editor: Helen Baxter
Advertising and Circulation: Liza Dohaime
Published by the Canadian Association of University Teachers; 75 Albert Street, Suite 1001, Ottawa, Ontario, K1P 5E7 (613) 237-6865

Executive Secretary: Donald C. Savage
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•Average total distribution: 28,000
The CAUT Bulletin is published 10 times during the academic year; the first of each month, September through June. Closing dates for receipt of advertising: 15 days prior to publication date. No cancellations will be accepted after closing date. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted

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Annual subscription (Can. funds): Canada $20; United States $25; other countries $30.
Printers: Performance Printing, Smiths Falls.

Le Bulletin de l'ACPU

ISSN 0007-7887

Rédactrice: Helen Baxter
Annonces et tirage: Liza Dohaime
Publié par l'Association canadienne des professeurs d'université, 75, rue Albert, suite 1001, Ottawa, Ontario K1P 5E7 (613) 237-6865

Secrétaire général: Donald C. Savage
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•Diffusion totale moyenne: 28,000
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Abonnement annuel (monnaie can.) Canada $20; États-Unis $25; autres pays $30
Imprimeur: Performance Printing, Smiths Falls, Ont.

CAUT comments/Commentaires de l'ACPU

An employment equity policy recently introduced by the federal government has already begun to have an impact upon the universities. Effective October 1, 1986, the Federal Contractors Program affects organizations with 100 or more employees which bid on federal government contracts for goods and services worth $200,000 or more. Contractors will be required to sign a certificate of commitment to design and carry out an employment equity program which will identify and remove artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. The criteria for the programs include:

☐ Communication by the chief executive officer to employees and unions of the commitment to achieve equality in employment and assignment of responsibility for implementing employment equity to senior personnel.

☐ Collection and maintenance of information on the employment status of designated groups by occupation and salary levels and in terms of hiring, promotion and termination in relation to all other employees.

☐ Analysis of designated group representation within the organization in relation to their representation in the pool of candidates.

☐ Elimination or modification of policies, practices and systems, whether formal or informal, which have or may have, an unfavourable effect on the employment status of designated groups.

☐ Establishment of goals for the hiring and promotion of designated group employees.

☐ Adoption of special measures where necessary to ensure that goals are achieved.

☐ Adoption of procedures to review the progress and results achieved in implementing employment equity.

☐ Authorization to allow representatives of the Canada Employment and Immigration Commission access to records in order to conduct on-site compliance reviews for the purpose of measuring the progress achieved in implementing employment equity.

Three universities (Toronto, York and Waterloo) have signed certificates of commitment. Several others are awaiting legal advice on the interaction of the program with their collective agreements.

The program does not affect university grants or similar funding arrangements. It applies to contracts for goods and services. For example, the federal government has contracted directly with universities to catalogue collections, to engage in socio-economic investigations of farming, and to investigate the elastic properties of certain materials.

Many details of the program are as yet unclear. We urge you to contact your administration to determine if and how they intend to comply with this program, and to seize this opportunity to encourage universities to negotiate and implement positive action policies, such as the one developed by CAUT, as a means of achieving employment equity. Further information can be obtained from Tina Head at the CAUT office.

Le gouvernement fédéral a instauré récemment une programme d'équité en matière d'emploi dont les répercussions commencent déjà à se faire sentir dans les universités. En vigueur depuis le ler octobre 1986, le Programme de contrats fédéraux s'adresse aux organismes de 100 employés ou plus qui soumissionnent des marchés de biens et de services de 200 000 $ ou plus. Les soumissionnaires sont tenus de signer une attestation par laquelle ils s'engagent à élaborer et à mettre en oeuvre un programme d'équité en matière d'emploi qui servira à identifier et à supprimer les obstacles artificiels pouvant nuire au recrutement, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. Voici les critères de mise en oeuvre du programme:

☐Informer, par l'entremise du mandataire général, les employés et le syndicat des employés de l'engagement pris pour atteindre l'égalité en matière d'emploi et pour nommer des cadres supérieurs responsables de la mise en oeuvre de l'équité en matière d'emploi.

☐Recueillir et garder des renseignements sur le statut d'emploi des employés des groupes désignés par occupation, niveau salarial et en ce qui concerne l'embauche, la promotion et le licenciement, comparativement aux autres employés.

☐Analyser la représentation des groupes désignés au sein de l'organisme par rapport à leur représentation parmi les employés constituant le bassin de candidats.

☐Éliminer ou modifier les lignes directrices, les pratiques et les méthodes, reconnues ou non, qui ont ou qui pourraient avoir un effet négatif sur le statut des employés des groupes désignés.

☐Fixer des objectifs pour l'embauche et l'avancement des employés des groupes désignés.

☐Adopter des mesures spéciales, au besoin, pour atteindre les objectifs fixés.

☐Adopter des procédures pour évaluer les progrès et les résultats obtenus dans la mise en oeuvre de l'équité en matière d'emploi.

☐Permettre à la Commission de l'emploi et de l'immigration du Canada de consulter les dossiers en vue d'évaluer sur place les progrès accomplis dans la mise en application des mesures d'équité en matière d'emploi.

Jusqu'à présent, trois universités, soit celles de Toronto et de Waterloo ainsi que l'Université York, ont signé des attestations d'engagement. Plusieurs autres attendent de connaître l'avis de leurs conseillers juridiques relativement à l'influence du programme sur leur convention collective.

Le programme ne touche pas aux subventions des universités ou autres sources de financement semblables. Il s'applique aux soumissions de marchés de biens et de services. Le gouvernement a, par exemple, fait affaire directement avec les universités pour cataloguer des collections, pour effectuer des enquêtes socio-économiques sur l'exploitation agricole et pour étudier l'élasticité et la plasticité de certains matériaux.

De nombreux détails du programme ne sont pas encore clairs. Nous vous conseillons fortement de communiquer avec l'administration de votre université pour connaître ses intentions et comment elle pense se conformer au programme. Vous pouvez en outre saisir cette occasion pour encourager les universités à négocier et à mettre en oeuvre des programmes d'action positive, à l'exemple de celui de l'ACPU, dans le but d'assurer l'équité en matière d'emploi. Vous pouvez vous renseigner davantage auprès de Tina Head, au secrétariat de l'ACPU.

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À la rédactrice/To the editor

Favouritism?

Prof. David Pariser's letter in the September 1986 issue of the *Bulletin* on "Racist States" led me to read the *CAUT Bulletin* of May and March 1986, and those of November and September 1985, that I had routinely ignored.

It appears to me that if it is CAUT policy to protest to countries that hold students and professors prisoners because of their political views, as certified by Amnesty International, then the basic question posed by Professor Michael Carroll in his letter of November 1985 has remained unanswered: Why is Israel's name left off, when Israel is "a country regularly identified by Amnesty International as holding prisoners of conscience?" Why this partiality towards Israel? Is it not shameful for CAUT to indulge in such blatant favouritism? Professor Carroll asserts that:

(i) A great many Palestinian students and professors have been arrested simply for distributing literature or for vague expression of Palestinian nationalism or for saying that the PLO is the legitimate representative of the Palestinian people.

(ii) None of the academics identified by Amnesty International as "prisoners of conscience" in Israel is a terrorist.

(iii) CAUT would have more success in Israel than in other countries if it chose to fight for the prisoners of conscience there, because of the strong ties between Canadian and Israeli academics.

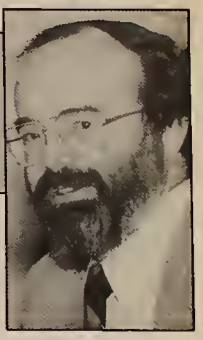
Professor Carroll's own explanation as to why Israel's name is omitted from CAUT's list is as follows.

"Zionism is the one racist philosophy, and Israel is the one racist state that are eminently popular among academics", ...and their "allegiance to the state of Israel is virtually unbounded and who routinely endorse Israeli actions and policies that in any other context would be called racism".

See RACISM/4

President's message/ Le mot du président

by/ par **Allan Sharp**



The promised National Forum on postsecondary education may well be the greatest opportunity challenging the university community since the heady growth of the 1960s.

Canada's universities are in crisis. There remain few doubters of that simple fact even within the depth of the Ottawa bureaucracy.

The symptoms of that crisis are becoming now all too familiar. Overflowing classrooms, enrolment quotas, deteriorating buildings, inadequate library holdings, outmoded equipment, discriminatory differential fees, graduates with massive debts to repay, obsolete research facilities. One could go on and on.

The cause of the crisis is equally apparent. Sterile political ramblings between the federal and provincial governments have gone on as both levels have continued to cut back on their commitments to the universities and sought to place the blame on the other. A world-class university system has become the victim of this feud. It has been systematically starved because our governments have lost sight of their responsibilities.

Perhaps the most tragic result is that our universities have been forced to devote too much of their energies to merely surviving. Innovation and the creative impulse have tended to be stifled. Safe, conservative approaches have become the order of the day. But how can our universities really be world-class without the abilities to take risks on new ideas? How many far-reaching creative opportunities, such as the highly successful move to co-op education by Waterloo in the 50s and 60s, have been missed during the 70s and 80s?

The National Forum is an opportunity to document these problems clearly. But it must go far beyond that if it is going to succeed. It must lead to concrete action and the sooner the better. It must set the stage for action by the two senior levels of government.

There are some immediate dangers that should be addressed. Neither the federal nor the provincial governments can be allowed to dominate the agenda. If either level of government attempts that, the result will be a futile rehashing of whose numbers are correct, who pays how much, and whose fault the problems are.

"Money is not a panacea. But until stable funding adequate to fulfill their role is guaranteed, universities will not be able to turn their creative energies to the innovations that will guarantee their performance and that of Canada into the next century."

That dispute is itself part of the problem. The Forum must be structured in such a way as to be free from such political games. The Forum must be truly independent to accomplish this. The government would be wise to agree on the appointment of an independent secretariat to plan and conduct the Forum. This secretariat should be instructed to use the Forum to generate recommendations which will serve as the basis for a new agreement on postsecondary education and research in Canada.

The question of timing is also important. It should take place early in the new year. If it does not, there will be no opportunity for the recommendations to be acted upon in the next budgets of the federal and provincial governments. Delay could potentially leave the problems untouched for yet another year. Too much time has already passed since the throne speech without any concrete plans being announced.

What can we hope to accomplish? Clearly the case for the critical role of universities and research in the economic and social development of Canada can be made. The assumptions of some governments that it is cheaper to import ideas and skilled people can be challenged. The value of a broad liberal arts education, and the importance of the social sciences and humanities, can be stressed to balance this federal government's preoccupation with high technology.

In a two-day Forum, it is reasonable to expect these things to be accomplished. But that is far from enough. Many of the issues are too complex to be dealt with in this way. The Forum must create an ongoing mechanism for dealing with them. A permanent Council on Higher Education and Research with broad representation and a mandate to continually monitor and report to parliament and the provincial legislatures would be very useful. Another useful administration change would be a combination in a single ministry of all those activities of the federal government that impact on universities. A national policy on funding of research and postsecondary institutions must be

See **PRESIDENT/20**

La meilleure occasion de se faire entendre depuis l'essor rapide des années 1960 se présente peut-être au milieu universitaire avec la promesse d'un colloque national sur l'enseignement postsecondaire.

Les universités canadiennes connaissent des moments critiques. Cette évidence ne fait plus de doute même au sein des bureaucrates d'Ottawa.

Les symptômes de cette crise ne sont maintenant que trop familiers et ne se comptent plus: des classes trop nombreuses, le contingentement des effectifs étudiants, des édifices en piteux état, des fonds de bibliothèques inadéquats, des équipements désuets, des frais de scolarité spécifiques discriminatoires, des diplômés endettés jusqu'au cou, des installations de recherche dépassées, etc.

La cause de cette crise est tout aussi apparente. Des consultations stériles entre les gouvernements fédéral et provinciaux se sont poursuivies alors que chacun revenait sur ses engagements envers les universités et se rejetaient le blâme à qui mieux mieux. Devenu le véhicule de cette querelle, le système universitaire, de réputation internationale, s'est fait systématiquement couper les vivres parce que les gouvernements ont perdu de vue leurs responsabilités.

Ce qui a eu peut-être comme triste résultat de forcer les universités à consacrer trop d'énergies à essayer tout simplement de survivre. On a été enclin à réprimer l'innovation et l'impulsion créatrice. On a adopté des attitudes conservatrices et prudentes. Cependant, comment nos universités peuvent-elles vraiment être de réputation internationale sans pouvoir courir de risques avec de nouvelles idées? Pendant les années 1970 et 1980, combien d'occasions importantes d'innovation comparables au fructueux programme d'éducation coopérative de l'Université de Waterloo, instauré dans les années 1950 et 1960, a-t-on laissé passer?

Le colloque national offre l'occasion de se pencher sérieusement sur ces problèmes. Il faut toutefois ne pas s'y limiter si l'on veut assurer son succès. Des mesures concrètes doivent en découler et le plus tôt sera le mieux. En outre, il doit inciter les deux paliers de gouvernement à agir.

Il faut toutefois se prémunir contre certains dangers immédiats. Ainsi, il faut éviter que le fédéral ou les gouvernements provinciaux ne dominent l'ordre du jour. Si l'un des deux paliers tente de le faire, on assistera à un rabâchage de données et chacun tentera de rejeter la faute sur l'autre.

Ce différend est, en soi, une partie du problème. Le colloque doit être conçu de façon à être dégagé de ces jeux politiques. Il doit avoir toute la latitude nécessaire. Le

Si un colloque national ne peut déclencher la créativité de nos universités et de leurs professeurs ni ne peut leur fournir le financement nécessaire, il aura laissé une marque cruciale dans notre histoire.

gouvernement serait bien avisé d'accepter qu'un secrétariat indépendant soit nommé pour organiser et diriger le colloque. Le secrétariat devrait avoir le mandat d'utiliser le colloque comme une source de recommandations qui serviraient de prémices à un nouvel accord sur la recherche et l'enseignement postsecondaire au Canada.

Le moment de la tenue du colloque est également un facteur important. En effet, il devrait avoir lieu au début de l'année prochaine, sinon les recommandations ne pourront pas être réalisées avant le prochain budget des gouvernements fédéral et provinciaux. Un retard pourrait empêcher que les problèmes soient abordés avant une autre année. Il y a déjà beaucoup trop d'eau qui a coulé sous les ponts depuis le discours du trône sans que des projets concrets aient été annoncés.

Qu'espérons-nous accomplir? De toute évidence, nous pouvons défendre le rôle des universités et de la recherche dans l'essor socio-économique du Canada. Nous pouvons contester les présomptions de quelques gouvernements qui prétendent qu'il en coûte moins cher d'importer des idées et des spécialistes. Nous pouvons insister sur la valeur d'une formation générale en arts libéraux et sur l'importance des sciences sociales et humaines pour équilibrer cette préoccupation exagérée du gouvernement fédéral envers la technologie de pointe.

Au cours d'un colloque de deux jours, il est raisonnable d'espérer accomplir ces objectifs. Mais cela est loin d'être suffisant. En effet, nombre de ces questions sont trop complexes pour être réglées ainsi. Le colloque doit engendrer un mécanisme permanent qui permettra de s'en occuper. Un conseil permanent sur la recherche et l'enseignement postsecondaire serait formé de représentants des divers secteurs du domaine et son mandat consisterait à observer continuellement la situation et à faire rapport au parlement ainsi qu'aux assemblées législatives des provinces. Du point de vue administratif, il serait en outre utile de combiner en un seul ministère toutes les activités du gouvernement fédéral qui touchent les universités. Une nouvelle entente entre les deux paliers de gouvernement doit entraîner une politique nationale sur le financement de la recherche et des établissements d'enseignement postsecondaire.

Il faut mettre sur pied des groupes de travail qui s'attaqueront en profondeur à des problèmes précis, entre autres, les frais de scolarité, l'aide financière aux étudiants, les étudiants étrangers, les obstacles à l'accessibilité, l'influence de l'évolution technologique sur les universités, les centres d'excellence et les programmes d'action positive.

En bref, nous ne devrions pas nous attendre à ce qu'un colloque national règle tous les problèmes en deux jours. Toutefois, nous devons nous attendre à ce qu'il mette en place des mécanismes pour le faire. Nous devons insister là-dessus et sur

Voir **PRÉSIDENT/20**

RACISM 2

RACISM

"...sponsoring prisoners of conscience in Israel then, would provoke controversy in a way that sponsoring such prisoners" in other countries does not.

Is he right? CAUT has an obligation to answer the charge.

Professor Joseph Kirman in his letter of March 1986 tries to answer Professor Carroll, but it is not obvious whether he is replying on behalf of CAUT. In any case, his answers are vague and unsatisfactory and his insinuations against Professor Carroll about name calling, false accusations and implied conspiracy are unfair and completely unjustified. On the one hand he claims to have been the president of an Amnesty International group in Edmonton and on the other hand he pleads ignorance of any academics being in Israeli jails at the time the list was made, while according to Professor Carroll, imprisonment of Palestinian academics in Israel is not an occasional event and his criticism is not confined to one particular year, and the "Palestinian academics were there, in Israeli jails, waiting to be helped at the time CAUT drew up its list".

If CAUT is guilty of what Professor Carroll has charged, and if CAUT's decision to exclude Israel from its list or lists is made by a committee, then conspiracy is not the only possible explanation. Committees may not conspire, but they can be and are manipulated by individuals with vested interests. If it is not so, the onus of an explanation still lies with CAUT.

Professor Pariser changes the subject to that of whether Israel is a racist state or not, whether the Arab states are also racist and how to resolve the Middle East problems, and thus the original question is sidetracked. He also compares the conquest of North America a few hundred years ago with the establishment of Israel in 1948 and the consequent disappearance of Palestine and suffering of the Palestinians. These are legitimate topics for Canadian academics to discuss, but they require careful analysis and cannot be dispensed with a few off-the-cuff remarks.

Professor Carroll deserves credit for his criticism of CAUT and of those academics who seem to be blinded by tribalism. The fear of controversy is no justification for continuing a dishonest practice (of leaving out Israel's name from the list of countries that have academics as prisoners of conscience). If academics cannot stand academic controversy and CAUT cannot provide a forum for it, then their claim to the right of being the fearless critics of society and CAUT's existence as the protector of that right can only be considered as mere facades.

Matin Yaqzan
Dept. of Mathematics
University of
New Brunswick

Editor's note:

Professor Yaqzan's letter is the most recent in a series of letters to the editor generated by a list of 19 countries to whose governments CAUT directed letters of protest in 1984-85 about the infringement of the human rights of faculty members and students. The list, published in the September, 1985 Bulletin, did not include Israel.

Letters of protest are sent at the specific request of Amnesty International with whom CAUT works closely. The requests are received by CAUT as a member of the AI Urgent Action Network and, of course, represent only a small fraction of the cases, worldwide, which AI monitors. "Urgent Action" requests to CAUT are made on behalf of faculty members and students judged by AI to be in particular need of assistance.

It is not correct, as Professor Michael Carroll strongly implied in his November, 1985 letter to the Bulletin, *that it is CAUT editorial policy not to protest the infringement of the civil liberties of faculty members and students in Israel and in the West Bank universities. CAUT has made no decision to exclude Israel from the list of countries to which protests are directed nor has it conspired to protect Israel from criticism.*

CAUT did not "... leave out Israel's name from the list of countries that have academics as prisoners of conscience" as suggested by Professor Yaqzan. The list which appeared in the September, 1985 Bulletin *contained the names of countries to which CAUT protests had been directed at the request of AI. It was not an exhaustive list (from which Israel was deleted) of all countries where faculty members and students are being harshly treated. Professor Yaqzan's accusation of CAUT "dishonesty" is unwarranted.*

Professor Joseph Kirman was, of course, speaking only for himself in his letter to the editor, published in the March, 1986 issue of the Bulletin.

Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin*.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

CAUT External Review discussed

You have probably heard of a recent meeting in Winnipeg of several of the larger Faculty Associations to discuss the forthcoming CAUT External Review. At that meeting I was instructed to send you a copy of the written record, which consists of the agenda and the list of participants. No motions were made or passed in the final session or at any other time, except for procedural matters necessary to run the meeting. I should emphasize that Dr. Bigelow attended only the first (Friday AM) session; also that by agreement this is the *only* written record of the meeting.

The meeting was convened by Michael Finlayson of the University of Toronto and hosted by the University of Manitoba Faculty Association, whose president is Peter King.

Hollis Rinehart
Chairperson
York University
Faculty Association

Editor's note: *See "CAUT External Review Conference" in box on this page.*

Une apparence plus typiquement canadienne

Il me semble que le bulletin de l'ACPU/CAUT a fait des progrès considérables pour manifester dans les faits le caractère bilingue de notre association. Bravo! Félicitation!

Peut-être le bulletin devient-il ainsi plus pertinent pour tout un secteur des membres de notre association...Peut-être le bulletin manifeste-t-il ainsi une apparence plus typiquement canadienne.

Arsène Richard, dir.
Dépt. de philosophie
Université de Moncton

Double-standard

This concerns Michael Carroll's letter to the *Bulletin* for November, 1986.

I note with no surprise that Mr. Carroll persists in characterising Israel, and only Israel as a "racist" warmonger, the source of all bloodshed in the Middle East. His letter reveals a calculated refusal to admit that *all* governments in the Middle East engage, to varying degrees, in domestic repression and extra-territorial violence.

In his latest letter, Mr. Carroll's tentative phrasing is significant because it demonstrates his reluctance to do more than admit the possibility that the Arab states *may* violate democratic process, and engage in racist policies.

Mr. Carroll makes it sound as though it is merely a hypothetical possibility that racist policies and political repression exist in some Arab states. But it is not a hypothetical possibility, and Mr. Carroll should know this. It is a fact documented by Amnesty International that there are prisoners of conscience in several Arab countries. I find it significant that where it serves Mr. Carroll's purposes in chastising Israel, the testimony of Amnesty is accepted as Gospel. However, when Amnesty documents the same transgressions in Arab countries, the truth of Amnesty's claims become moot. This is a truly galling example of the very sin against which Mr. Carroll inveighs so righteously — the double standard.

Of course the fact that domestic repression is practiced in countries other than Israel does not justify Israeli behaviour. However, once one grants that neither side of the Middle East conflict holds the "moral high ground" — then it becomes possible for some sort of dialogue to develop.

There is absolutely no indication in any of Mr. Carroll's letters that he is capable of assuming any critical distance on the cause which he clearly espouses. As we have seen in his November letter, he never flatly admits that the Arab side is capable of any sort of foreign or domestic wrongdoing. His references to such acts are always hypothetical, oblique and vague. But when it comes to Israeli malfeasance the indictment is crisp and detailed.

Let's see who really has a double standard: It would be interesting to know whether or not Mr. Carroll supports and/or finds legitimate, the government of Mr. Assad of Syria. If Mr. Carroll finds that, in spite of the domestic repression the Syrian government is a legitimate entity — then it becomes necessary for Mr. Carroll to explain why he prefers one repressive government over another. He certainly cannot argue that the mere fact of civilian oppression is sufficient to make such a government illegitimate. And, in the event that Mr. Carroll has no difficulty admitting the existence of democratic abuses in Syria, while he still supports the regime — then Mr. Carroll should understand perfectly the situation of those who support the legitimacy of the Israeli state while still being critical.

Now, in the unlikely event that the Syrian regime does not meet with Mr. Carroll's favor, then one would expect him to be as zealous in declaiming against the evils of the Syrian government as he has been up to now in his diatribes against Israel.

David Pariser
Concordia University

CAUT EXTERNAL REVIEW CONFERENCE

September 19-20, 1986
Winnipeg, Manitoba
AGENDA

Friday, September 19th:

9:00 a.m.-10:15: Larger Universities: A Common View?
10:30 a.m.-Noon: Review of the facts:

1. The work of CAUT:
   (a) Services offered to members
   (b) Conferences
   (c) Lobbying
2. The governing structure
3. The budget: where your money goes
4. Fee structure
5. The role of Provincial organizations within CAUT

Noon-1:30: Lunch
1:30-4:30: Discussion (only) in the following areas:

1. Services: what's valuable, what's not? Fees for services.
2. Governing Structure: good, bad, or indifferent?

Saturday, September 20:

9:00 a.m.-Noon: Discussion (only) in the following areas:

1. Fee Structure
2. Role of Provincial/regional organizations and the interplay with CAUT

Noon-1:30: Lunch
1:30-4:30: Planning Session — Motions to be put forward, etc.

PARTICIPANTS: WINNIPEG CONFERENCE

ALBERTA	NEW BRUNSWICK
Jack Goldberg	Alan Sharp
Gordon Ungar	Jerry Clarke
B.J. Busch	Bill Buxton
BRITISH COLUMBIA	SASKATCHEWAN
Bruce M. Morrison	John Mills
Gerry Crampton	B. Carlson
CALGARY	M. Murphy
George Fritz	Len Stewart
Peter Grassick	Kurt Wetzel
Bruce Curtis	TORONTO
DALHOUSIE	Michael Finlayson
Marcia Ozier	Paul Thompson
Om Kamra	Suzie Scott
MANITOBA	WESTERN
Peter King	Ed Eubanks
R. Diamond	Alan McDougall
S. Johannson	YORK
Ian Kerr	Hollis Rinehart
B. Grabowecky	Janice Newson
MEMORIAL	EXTERNAL REVIEW
Chris English	COMMITTEE
Mark Graesser	Dr. Charles Bigelow
Averil Gardner	(Friday AM Session only)

Proper tool?

In his letter in the November 1986 *Bulletin*, Dr. Greenburg, in commenting on the article by Anders Henriks which appeared in September 1986 *Bulletin*, suggests that the cartoonist depicts the use of the wrong tool. He goes on to say that the proper tool to use to clear away what we might term the effluent of the primary milk production process is a fork having "a long handle with three relatively long, sharp tines, curved slightly upwards" and not a spade.

Having spent some years of my youth dealing with this effluent, I suggest that Dr. Greenburg has not described the proper tool. What he has described is a hay fork or pitch fork, as we knew it. It is used, obviously, to handle the input, not the output, of the primary milk production process.

The output is handled by either a very broad, square shovel or a very wide multi-tined fork — depending on the consistency of the effluent. Which of these should have been depicted in the cartoon one can only conjecture based on one's personal experience.

Charles W. Waddell
Dept. of Economics UNB

Policy Statement on Retirement and Non-discrimination on the Basis of Age

Preamble

1

1.1

CAUT adopted the position in 1979 that mandatory retirement, like other forms of discrimination on the basis of age, is unacceptable[1]. This was a significant change from a position[2] which acknowledged the practice prevailing at that time of allowing mandatory retirement at an arbitrary age level. The position that this practice is discriminatory is supported by Section 15 of the Charter of Rights and Freedoms. This section became operative in April, 1985 and informed legal opinion is to the effect that it will apply fully to universities. CAUT believes, therefore, that this is an appropriate time to reaffirm its opposition to age discrimination, in particular mandatory retirement and to assert its commitment to provide resources to assist members of the academic community who are subject to such discrimination.

It is the position of CAUT that all Canadian universities should adopt a policy of absolute non-discrimination on the basis of age and should develop programs which facilitate flexible voluntary retirement arrangements. The latter will entail the redesigning of pension and other retirement benefit plans.

1.2

Age discrimination from a general perspective is one of many forms of discrimination which have come to be regarded as unacceptable and are being prohibited by law. It is simply the latest addition to the list of legally prohibited discriminatory practices.While the transition from mandatory to voluntary retirement will have implications for academic employment opportunities and for institutional academic planning, CAUT believes that problems which may arise can be solved or avoided by reasonable procedures. For instance, there could be reduced opportunity for hiring younger people, higher salary bills and higher premiums for certain group-based fringe benefit plans, if no adjustments are made to current policies. CAUT cautions against adoption of mechanisms which would be deleterious to vital aspects of university life such as academic freedom. Rational and constructive measures can be devised which respect and protect these vital aspects. In particular, improvements in salary structures, in pensions and other retirement benefits, and more flexible workload and early retirement schemes should lead to a steady state in university staffing and budgets after mandatory retirement is abolished, which does not differ greatly from the present state.

1.3

The concept of normal retirement age, the age at which an employee becomes eligible for full pension benefits if she or he retires at that age or later, is logically distinct from that of mandatory retirement age and should be distinct in practice as well. The concept of a normal retirement age as just and defined was introduced in the German Empire through laws passed in the 1880s which provided entitlement to benefits at age 70, at a time when only a small percentage of workers lived beyond that age. Other countries subsequently passed similar legislation. By the mid-1920s the normal retirement age had been reduced to 65 in Germany and Britain. Canada introduced a national pension entitlement at age 70 in 1927.

The confusion between the concepts of normal retirement age and mandatory retirement age began with the mass unemployment of the early 1930s. Older employees were often discharged in order to continue employment of younger employees with children. In effect older employees were compulsorily retired (albeit not in a systematic way) and in the United States they had no pension benefits.

The resulting situation there led to the introduction of Social Security in 1935 and 65 was chosen as the age of entitlement. The choice of 65 appears to have been largely arbitrary. After World War II private pension plans proliferated in the United States and Canada, generally using this age of 65 as the entitlement age. In the 1960s the Canadian government followed suit by lowering the age of entitlement of the national pension scheme to 65. The idea of using 65 as a mandatory retirement age, for the convenience of personnel managers, then came into widespread use over the course of the next two decades. Thus the concept of mandatory retirement at an arbitrarily fixed age can be regarded as an accident of convenience which became a convention. A form of age discrimination was thereby institutionalized[3].

1.4

In pension plans, actuarial literature, income tax legislation, etc., the term "normal retirement age" is commonly used, with the meaning specified above. Under the discriminatory practice of mandatory retirement, this concept was misconstrued to mean "mandatory retirement age", CAUT proposes that henceforth the term "normal pensionable age" be used in place of "normal retirement age", since the former provides a more explicit representation of the concept. The new term is used in the Guidelines and in the Model Clause on Retirement.

1.5

Mandatory retirement has been regarded as being something more benign than discrimination because of the associated pensions and other benefits, especially in comparison to the situation prevalent in the United States in the early 1930s. Public opinion in North America began to turn away from this view by the late 1970s, however. The mere fact that limited financial benefits are provided does not mean that the individual subjected to this form of discrimination has not been seriously disadvantaged. The Special Senate Committee on Retirement Age Policies concluded in its 1979 report:

> that mandatory retirement based on age involves an infringement of human rights, economic waste and misconceptions about the relevance of age.[4]

The Chairman of the American House Select Committee on Aging, Rep. Claude Pepper, gave a similar characterization in 1978:

> Age-based retirement arbitrarily severs productive persons from their livelihood, squanders their talents, ruins their health, strains an already overburdened Social Security System, and drives many elderly persons into poverty and despair - ageism is as odious as racism or sexism.[5]

2

Guidelines

2.1

Collective agreements or faculty handbooks should make it clear that all forms of age based discrimination, including mandatory retirement, are absolutely prohibited. The language of the agreement - or handbook should made discrimination on this, as on any other basis, fully grievable and arbitrable.

2.2

The protection of academic freedom afforded by tenure should remain in full force and effect for those who continue employment past the normal pensionable age. In particular, tenured employees reaching this age should not be subject to any compulsion to accept term contracts or other alterations of status if they wish to continue in their careers.

2.3

The normal pensionable age (i.e. the age for entitlement to full retirement benefits) should be maintained at 65. Specification of a normal pensionable age is a requirement for any pension plan in order to permit actuarial calculations and in order for the plan to registered for income tax purposes. There is no reason at present to alter the currently accepted age, even though originally it was chosen somewhat arbitrarily.[6]

The existence of a normal pensionable age is important also for the reason that knowledge of it may encourage individual employees to make long range plans for their career and financial security, bearing this age in mind as an approximate or average one for retirement. Such an age can also be useful in devising institutional salary structures (eg. in calculating the size of annual career progress increments).

2.4

Continuation of full employment beyond the normal pensionable age will necessitate changes to certain fringe benefit plans. Such changes should ensure that the legitimate rights of individuals remain protected.

2.5

It would be of great benefit to both individuals and to institutions to have a flexible system of mid- and late- career options available to all employees on a voluntary basis. The list of such options should include:

(a) reduced workload with some reduction in salary, but with the right to make pension contributions at the rate of full salary and to receive a pension on this basis upon retirement (under this heading would be included the possibilities of work-sharing and of working in alternate years as an alternative to a reduced load in each year);

(b) early retirement at ages significantly younger than 65 without actuarial pension reduction and with the possibility, where warranted, of reasonable access to university facilities after retirement (eg. an office, support for scholarly work, laboratory, etc.). Successful implementation of such schemes will require improvements to present pension plans, either through changes to the plans themselves or through development of supplementary pension plans and perhaps other material inducements;

(c) a system for "buying out" individual contracts on an equitable and voluntary basis.

2.6

Faculty members who have passed the normal pensionable age should be subject to normal expectations as to the performance of their duties in exactly the same way as those who have not yet reached that age. In a case where allegations of inadequate performance are made, procedures currently in force (assuming they provide due process) should apply. There is no basis on which to conclude a priori that individuals become relatively incompetent upon attaining some arbitrarily chosen age. Individuals age at different rates and it is common for older persons to continue to be vigorous intellectually and physically.

Approved by the Council, May 1985 (Interim) and May 1986 (Final).

1 CAUT Brief presented to the Special Senate Committee (early 1979), page 4.
2 Cf. parenthetical remark in CAUT Model Clause on Non-Discrimination (1977).
3 Historical information obtained from "Retirement without Tears", the Report of the Special Senate Committee on Retirement Age Policies (1979), pages 20-22.
4 Ibid., page 39.
5 Ibid., page 35, quoting in turn from "Fortune", (May 8, 1978).
6 Ibid., page 35: In the United States the mandatory retirement age has been raised from 65 to 70, effective January 1, 1979 for private employers and effective July 1, 1982 for university employers, but pension plans there have maintained 65 as the normal pensionable age. Mandatory retirement for most employees of the U.S. government was abolished, effective September 30, 1978.

APPEAL.....1

the following terms.

> CAUT policy on retirement is that there be a flexible system which would allow early retirement without actuarial penalty, and equitable voluntary reduced workload status, and adequate pension at 65 for those who wish to retire at that age, and the right for those 65 and over to continue in employment.

CAUT recognizes that a transition from mandatory to voluntary retirement will have some effect on employment opportunities for young academics and for university planning. It feels, however, that these problems need not be major and can be solved or avoided by the development of appropriate university policies. Improvements in salary structure, in pensions and other retirement benefits, and in the implementation of more flexible workload and early retirement schemes can lead to a steady state in university staffing and budgets which does not differ greatly from the present.

The right of members of the academic staff to continue in employment is, moreover, expected to be without change to their terms and conditions of appointment, including entitlement to retain tenured status. Arguments by university administrations that the abolition of mandatory retirement will require that there be regular review of the performance of all faculty members, not just those approaching or past the age of 65, are not considered persuasive. It is the CAUT view that allegations of inadequate performance by faculty members at or beyond age 65 should be examined by the same procedures ensuring due process which now govern the terms and conditions of appointment of most faculty members. (The full text of the Policy Statement on Retirement and Non-discrimination on the Basis of Age appears in this issue of the *Bulletin.)*

Basis of legal action

The legal action initiated by CAUT is based on the assumption that section 15(1) of the Canadian Charter of Rights and Freedoms prohibits mandatory retirement. The section states:

> Every individual is equal before and under the law and has the right to equal protection and equal benefit of the law and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability.

The court challenge is in the form of a test case involving seven faculty members and a librarian who were required to retire by four Ontario universities (Toronto, York, Laurentian, and Guelph). It is this case on which Mr. Justice Gray has recently passed judgement. The test was launched in Ontario because it was in that province that individual cases first arose. It was the original intention to bring an action on behalf of a single, well-qualified and active faculty member. For this purpose the case of Professor Bernard Blishen, a sociologist at York University, was selected by the CAUT Academic Freedom and Tenure Committee, which has been responsible for overseeing the conduct of the case. The other cases were later added to the action when the universities in which protests against mandatory retirement had arisen were unwilling to allow the issue to be resolved on the basis of a single case.

Applicability of Charter

At issue, of course, is whether the Charter prohibition against discrimination based on age prevents mandatory retirement. It is not widely understood, however, that the Charter does not apply to everyone. Section 32 provides as follows:

> This Charter applies
> (a) to the Parliament and Government of Canada in respect to all matters within the authority of Parliament including all matters relating to the Yukon Territory and Northwest Territories; and
> (b) to the legislature and government of each province in respect of all matters within the authority of the legislature of each province.

Thus, another important issue is whether the universities, because they are regulated by provincial statutes and are largely publically funded, can be considered to fall within this definition so that the Charter applies directly to them as employers. The CAUT view is that it does.

Mr. Justice Gray has, however, ruled that the Charter does not apply to the "...mandatory retirement policies and contractual terms of the respondent universities". In his opinion "...the 'governmental function', 'governmental control', or 'state action' which links the essentially private universities with the Province is insufficient to invoke... the Charter". Employment relations in the universities are thus held to be a matter of private contract between the employer and the employee.

It is the view of CAUT counsel, however, that universities are not "essentially private" and that this is demonstrated, among other things, by the fact that university decisions affecting employees have been subject to review by the courts. It is also shown by the substantial government role in university funding.

Applicability of Ontario Human Rights Code

Another issue before the Court of Appeal will be the validity of certain provisions of the Ontario Human Rights Code as they relate to mandatory retirement. Even if the Charter does not apply directly to the universities, it is argued, it applies indirectly because the Charter applies to the Code which covers, among other things, employer-employee relations in the province. Section 4(1) of the Code provides that:

> Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, age, record of offences, marital status, family status or handicap.

However, section 9(a) of the

See APPEAL/22

Enoncé de principes sur la retraite et l'anti-discrimination en fonction de l'âge

1
Préambule
1
1.1
En 1979, l'ACPU a adopté le principe que la retraite obligatoire, à l'instar d'autres formes de discrimination en fonction de l'âge, était inacceptable[1]. Cette prise de position amorçait un virage important par rapport à la pratique[2] de l'époque qui permettait la retraite obligatoire à un âge arbitraire. L'article 15 de la Charte des droits et libertés renforce le caractère discriminatoire de cette pratique. Cet article est entré en vigueur en avril 1985 et, selon les experts juridiques en la matière, il s'appliquerait intégralement aux universités. L'ACPU estime, par conséquent, que le moment est indiqué pour réaffirmer son opposition à la discrimination en fonction de l'âge, notamment dans le cas de la retraite obligatoire, et de réitérer son engagement à aider les universitaires victimes de ce genre de discrimination.

L'ACPU croit que toutes les universités canadiennes devraient s'engager résolument à combattre la discrimination en fonction de l'âge et devraient élaborer des programmes qui prévoient une retraite volontaire flexible. Il faudrait alors repenser les régimes de retraite.

1.2
D'un point de vue général, la discrimination en fonction de l'âge est l'une des nombreuses formes de discrimination devenues inacceptables et que la loi interdit. Elle ne fait que s'ajouter à la liste des pratiques discriminatoires légalement interdites. Alors que la transition de la retraite obligatoire à la retraite volontaire influera sur les perspectives d'emploi à l'université et sur la planification des établissements d'enseignement, l'ACPU croit que les problèmes susceptibles de surgir peuvent être réglés ou évités au moyen de procédures adéquates. Par exemple, si les politiques actuelles ne sont pas modifiées, les perspectives d'embauche d'employés plus jeunes pourraient être réduites, les coûts salariaux pourraient être plus élevés de même que les primes pour certains régimes collectifs d'avantages sociaux. L'ACPU fait une mise en garde contre l'adoption de mécanismes qui nuiraient aux aspects vitaux de la vie universitaire, notamment la liberté universitaire. Il est possible d'élaborer des mesures rationnelles et constructives qui respectent et protègent ces importants aspects. L'amélioration des structures salariales, du régime de retraite et des autres avantages à la retraite, ainsi qu'une charge de travail et des mécanismes de retraite anticipée plus flexibles peuvent stabiliser la dotation en personnel et les budgets de l'université après l'abolition de la retraite obligatoire, ce qui ne diffère pas tellement de la situation actuelle.

1.3
Logiquement, le concept de l'âge normal de la retraite, c'est-à-dire l'âge d'admissibilité à tous les avantages de la retraite si un employé prend sa retraite à cet âge ou plus tard, se distingue de l'âge de la retraite obligatoire et cette distinction devrait être maintenue dans la pratique également. Le concept de l'âge normal de la retraite, tel qu'il est défini, est apparu dans l'Empire germanique à la suite de l'adoption de lois, pendant les années 1880, donnant droit aux avantages de la retraite à 70 ans, à une époque où une infime proportion de travailleurs vivaient au-delà de cet âge. Par la suite, d'autres pays ont emboîté le pas. Vers le milieu des années 1920, l'âge normal de la retraite était abaissé à 65 ans en Allemagne et en Grande-Bretagne. En 1927, le Canada accordait le droit à la retraite à 70 ans à l'échelle nationale.

Le chômage massif du début des années 1930 a jeté de la confusion entre les concepts de l'âge normal de la retraite et celui de la retraite obligatoire. En effet, à cette époque, les employés plus âgés étaient souvent licenciés afin de donner du travail aux plus jeunes ayant des enfants. En réalité, les employés plus vieux étaient tenus de prendre leur retraite, quoique non systématiquement. Toutefois, aux Etats-Unis, ils ne jouissaient pas de prestations de pensions.

Pour remédier à la situation, on a alors introduit la sécurité sociale en 1935 et l'âge de la retraite fut fixé à 65 ans. Il semble que cet âge ait été choisi très arbitrairement. Après la Deuxième Guerre mondiale, les régimes privés de retraite ont proliféré aux Etats-Unis et au Canada, donnant droit, en général, à la retraite à 65 ans. Dans les années 1960, le gouvernement canadien suivit le mouvement et abaissa à 65 ans l'âge d'admissibilité au régime national de retraite. Puis, l'idée d'imposer une retraite obligatoire à 65 ans pour accommoder les gestionnaires en dotation du personnel, a fait son chemin et s'est imposée pendant les vingt années suivantes. On peut donc considérer le concept de la retraite obligatoire à un âge arbitraire comme une commodité accidentelle devenue une convention. Une forme de discrimination en fonction de l'âge fut par conséquent institutionnalisée[3].

1.4
Dans les régimes de retraite, les documents actuariels, les lois de l'impôt sur le revenu, etc., on emploie couramment le terme "âge normal de la retraite" selon la définition donnée précédemment. En vertu de la pratique discriminatoire de la retraite obligatoire, ce concept a été confondu avec "l'âge obligatoire de la retraite. L'ACPU propose, par conséquent, que le terme "âge ouvrant droit à la pension" remplace "âge normal de la retraite" puisqu'il représente plus explicitement le concept. Le nouveau terme est utilisé dans l'enoncé de principes et la clause modèle sur la retraite.

1.5
La retraite obligatoire est perçue comme une situation moins grave que la discrimination à cause des rentes et des autres prestations qui y sont associées, par rapport, notamment à la situation prévalant aux Etats-Unis au début des années 1930. Toutefois, l'opinion publique en Amérique du Nord a commencé à se modifier vers la fin des années 1970. Le simple fait que des avantages financiers limités sont consentis ne signifie pas que les personnes victimes de cette forme de discrimination ne sont pas sérieusement désavantagées. Dans un rapport qu'il a publié en 1979, le Comité spécial du Sénat sur les politiques relatives à l'âge de la retraite conclut:

> que la retraite obligatoire en fonction de l'âge empiète sur les droits de la personne, entraine un gaspillage de l'économie et suscite des idées préconçues sur la pertinence de l'âge [4].

Aux Etats-Unis, le président du "Select Committee on Ageing" de la Chambre des Représentants, M. Claude Pepper, a tiré les mêmes conclusions en 1978:

> La retraite en fonction de l'âge enlève arbitrairement le gagne-pain des personnes productives, gaspille leurs talents, ruine leur santé, exerce des *pressions sur un système de sécurité sociale déjà surchargé* et jette de nombreuses personnes âgées dans la pauvreté et le désespoir. Le vieillissement est aussi odieux que le racisme ou le sexisme[5].

2
Lignes directrices
2.1
Les conventions collectives ou les guides des professeurs doivent préciser clairement que toutes les formes de discrimination en fonction de l'âge, y compris la retraite obligatoire, sont absolument interdites. La terminologie de la convention, ou du guide, doit prévoir le recours aux griefs et à l'arbitrage dans les cas de discrimination en fonction de l'âge, comme pour tout motif de discrimination.
2.2
La protection de la liberté universitaire, que procure la permanence, doit continuer d'être assurée sans restriction pour les personnes qui continuent de travailler après l'âge ouvrant droit à la pension. Les employés permanents qui atteignent cet âge, en particulier, ne doivent pas être contraints d'accepter des contrats temporaires ou des modifications à leur statut s'ils désirent poursuivre leur carrière.
2.3
L'âge normal ouvrant droit à la pension (c'est-à-dire l'âge donnant droit aux avantages intégraux à la retraite) doit être maintenu à 65 ans. Il est impérieux de spécifier un âge normal ouvrant droit à la pension active dans un régime de retraite afin de permettre les calculs actuariels et l'enregistrement du régime aux fins de l'impôt. Pour l'instant, il n'y a aucune raison de modifier l'âge actuel même si, à l'origine, il fut choisi d'une manière quelque peu arbitraire[6].

Il importe en outre de fixer un âge normal ouvrant droit à la pension car cela permet aux employés de planifier à long terme leur carrière et leur sécurité financière, sachant qu'ils auront la possibilité de prendre leur retraite à cet âge-là environ. Un âge de retraite peut servir à établir les structures salariales, notamment en permettant le calcul des augmentations salariales annuelles fondées sur le rendement.
2.4
Il faudra modifier certains régimes d'avantages sociaux dans le cas d'employés qui demeurent à temps plein après l'âge normal ouvrant droit à la pension. Ces modifications doivent garantir les droits légitimes de ces personnes.
2.5
Tant les employés que les établissements d'enseignement tireraient grand profit d'un régime flexible d'options de mi-carrière ou de fin de carrière dont tous les employés pourraient volontairement se prévaloir. La liste de ces options devrait comprendre:

(a) une charge de travail réduite avec une baisse de salaire mais le droit de cotiser au régime de retraite au taux du plein salaire et de recevoir une rente en fonction de ces cotisations à la retraite (sous cette rubrique, on ajouterait la possibilité de partager un emploi avec un collègue et de travailler une année sur deux comme solution de rechange à une charge de travail annuelle réduite);
(b) la retraite anticipée bien avant 65 ans sans que la rente soit réduite et la possibilité, là où c'est justifié, d'avoir accès aux installations universitaires après la retraite (par exemple, un bureau, de l'aide pour des travaux de recherches, un laboratoire, etc.). Pour réussir la mise en oeuvre de programmes de ce genre, il faudra améliorer les régimes de retraite actuels, soit en les modifiant, soit en élaborant des régimes supplémentaires et peut-être en prévoyant d'autres avantages d'importance;
(c) un programme de "souscription" des contrats individuels équitable et volontaire.

2.6
Le rendement que l'on attend des professeurs qui ont dépasse l'âge normal ouvrant droit à la pension doit être perçu comme exactement le même que celui des professeurs qui n'ont pas encore atteint cet âge. Dans le cas où l'on prétend que le rendement est inadéquat, il faut alors mettre en pratique les procédures en vigueur, en présumant qu'elles prévoient des voies de droit régulières. Il n'y a rien sur lequel on peut s'appuyer pour conclure *a priori* que des personnes deviennent relativement incompétentes lorsqu'elles atteignent un âge arbitraire de retraite. Les gens vieillissent à des rythmes différents et il est courant que des personnes âgées soient encore intellectuellement et physiquement vigoureuses.

Approuvé par le Conseil, mai 1985 (provisoire) et mai 1986 (final)

1 Le memoire de l'ACPU présenté au Comité spécial du Sénat au début de 1979, page 4.
2 Voir la remarque entre parenthèses dans la clause modèle sur l'anti-discrimination de l'ACPU (1977).
3 Les renseignements historiques sont tirés de: "Retraite sans douleur", le rapport du Comité spécial du Sénat sur les politiques relatives à l'âge de la retraite, 1979, pages 20-22.
4 Ibid., page 39.
5 Ibid., page 35, citation tirée de "Fortune", le 8 mai 1978.
6 Ibid., page 35. Aux Etats-Unis, l'âge de la retraite obligatoire est passé de 65 à 70 ans le 1er janvier 1979, pour les employés du secteur privé, et le 1er juillet 1982 pour les employés des universités. Toutefois, dans le cas des régimes de retraite, l'âge normal ouvrant droit à la pension est maintenu à 65 ans. La retraite obligatoire pour la plupart des fonctionnaires américains a été abolie le 30 septembre 1978.

DÉCISION 1

outre que 65 ans soit l'âge "normal" de la retraite. De plus, on reconnut que ces recommandations allaient modifier les régimes de pension et autres avantages à la retraite. Par la suite, l'ACPU a officialisé sa position en l'approuvant temporairement en 1985. L'année suivante, elle devenait permanente. En voici les termes:

> Que la politique de l'ACPU en matière de retraite obligatoire préconise un régime flexible qui permette la retraite anticipée sans sanction actuarielle, une réduction de la charge de travail volontaire et équitable, une rente convenable à 65 ans pour les personnes qui désirent prendre leur retraite à cet âge et le droit de continuer à travailler pour les personnes de 65 ans et plus.

L'ACPU reconnaît que la transition de la retraite obligatoire à la retraite volontaire aura certaines conséquences sur les perspectives d'emploi des jeunes universitaires et sur la planification des universités. L'association estime toutefois que ces problèmes ne seront pas nécessairement importants et qu'ils pourront être réglés ou évités grâce à l'élaboration de politiques universitaires pertinentes. En améliorant la structure salariale, les pensions et les avantages à la retraite et en mettant en place une charge de travail souple ainsi que des programmes de retraite anticipée, on peut stabiliser la dotation en personnel et les budgets des universités, ce qui ne différerait pas beaucoup de la situation actuelle.

Le droit des universitaires à conserver leur poste ne devrait pas, de plus, modifier leurs conditions d'emploi ni leur permanence. Les administrations universitaires qui soutiennent que l'abolition de la retraite obligatoire nécessitera une évaluation régulière du rendement de tous les professeurs, et non seulement de ceux qui vont avoir 65 ans ou qui sont plus vieux, ne réussissent pas à convaincre. L'ACPU estime que les allégations selon lesquelles le rendement médiocre de professeurs âgés de 65 ans et plus devraient faire l'objet d'un examen en suivant les mêmes procédures régissant les conditions d'emploi de la plupart des professeurs et en s'assurant qu'elles sont appliquées régulièrement. (L'Enoncé de principes sur la retraite et l'anti-discrimination en fonction de l'âge est reproduit en entier dans le présent numéro.)

Les motifs de la poursuite

La poursuite intentée par l'ACPU se fonde sur la présomption que le paragraphe 15(1) de la Charte canadienne des droits et libertés interdit la retraite obligatoire. L'article stipule que:

> La loi ne fait acception de personne et s'applique également à tous, et tous ont droit à la même protection et au même bénéfice de la loi, indépendamment de toute discrimination, notamment des discriminations fondées sur la race, l'origine nationale ou ethnique, la couleur, la religion, le sexe, l'âge ou les déficiences mentales ou physiques.

L'affaire portée en justice a pris la forme d'une cause-type touchant sept professeurs et un bibliothécaire à l'emploi de quatre universités ontariennes (Toronto, York, Laurentienne et Guelph) et qui ont été forcés de prendre leur retraite. C'est de cette cause dont il est question dans le récent jugement du juge Gray. L'action a été intentée en Ontario parce que les premières causes individuelles sont survenues dans cette province.

A l'origine, l'ACPU avait l'intention de porter en justice une cause-type visant un seul professeur, compétent et actif. Le Comité de la liberté universitaire et de la permanence de l'emploi a donc retenu le cas de Bernard Blishen, sociologue à l'Université York. Le Comité fut chargé de s'occuper de l'affaire. Plus tard, les autres causes furent ajoutées à celle-ci parce que les universités touchées se montrèrent peu disposées à obtenir un règlement sur une seule cause-type.

L'applicabilité de la Charte

La question est de savoir si la disposition de la Charte qui interdit la discrimination en fonction de l'âge, empêche la retraite obligatoire. Cependant, on n'est pas toujours conscient que la Charte ne s'applique pas à tous. L'article 32 stipule que:

> La présente Charte s'applique:
> (a) au Parlement et au gouvernement du Canada, pour tous les domaines relevant du Parlement, y compris ceux qui concernent le territoire du Yukon et les territoires du Nord-Ouest;
> (b) à la législature et au gouvernement de chaque province, pour tous les domaines relevant de cette législature.

Par conséquent, une autre question importante qui se pose est de savoir si les universités, qui sont régies par les lois provinciales et financées dans une large mesure à même les deniers publics, peuvent être visées par cette définition de sorte que la Charte s'appliquerait directement à elles en

Voir DÉCISION/18

Les étudiants s'endettent de plus en plus

par Gabriella Goliger
collaboratrice

Lorsque Marge Smith (un nom fictif), une étudiante de 21 ans au Ryerson Polytechnical Institute à Toronto, obtiendra son diplôme dans quatre ans, elle entrera sur le marché du travail endettée de 15 000 à 20 000$. Marge, qui en est à son 2e diplôme après sept ans d'études, dépend énormément des prêts gouvernementaux pour payer ses études, à l'instar d'un nombre croissant d'étudiants canadiens. Tout comme eux, elle ne connaîtra peut-être que six mois après ses études le montant de sa dette, au moment où elle commencera à rembourser le capital et les intérêts.

A l'heure actuelle, la dette moyenne des étudiants finissants qui ont emprunté de l'argent du fédéral par l'entremise du Programme canadien de prêts aux étudiants se chiffre à environ 5 000$, soit le double de la moyenne de 1983. Par surcroît, de nombreux étudiants doivent rembourser leurs prêts d'études provinciaux. Selon les associations étudiantes, ces chiffres ne montrent que la pointe de l'iceberg puisque les étudiants doivent emprunter davantage chaque année pour continuer à couvrir leurs dépenses qui augmentent sans cesse. Qui plus est, nombre d'entre eux sont obligés d'étudier plus longtemps, comme Marge Smith, dans l'espoir d'améliorer leurs chances de trouver un emploi à cause de la grande compétition qui prévaut sur le marché du travail.

Jean Wright, agent de recherches à la Fédération canadienne des étudiants, s'inquiète que les futurs diplômés, même ceux qui se spécialisent dans les secteurs en demande, aient de la difficulté à stabiliser leur situation financière.

"Avec un bac. en poche, vous pouvez vous attendre à gagner de 700$ à 1 000$ par mois. Si vous êtes endetté de 15 000$, vous devrez rembourser de 300$ à 400$ par mois pour éviter de trop payer d'intérêts.(...) Il sera intéressant d'étudier les conséquences sur le taux de natalité."

En vertu du PCPE, les étudiants à plein temps peuvent emprunter, sans intérêt, jusqu'à 105$ par semaine pendant leurs études. Ils commenceront à rembourser leurs dettes six mois après la fin de leurs études. Les étudiants à temps partiel sont également admissibles à des prêts mais doivent rembourser le capital et les intérêts presque aussitôt.

Quelques diplômés se voient forcés de cesser de rembourser leurs prêts, voire de déclarer une faillite personnelle. Toutefois, la grande majorité essaie de rembourser ses dettes. Le taux de désistement a grimpé depuis quelques années. Il s'élève maintenant à 12%, un signe que les étudiants ne réussissent pas à surmonter leurs difficultés financières. Les désisteurs doivent faire rapport aux agences de perception chargées par le gouvernement de réclamer le dû de ce dernier.

Dans le cadre du PCPE, il existe un régime d'exemption d'intérêts pour les diplômés qui ne peuvent se trouver du travail ou qui sont temporairement invalides. Toutefois, cette exemption n'est accordée que pendant des périodes de trois mois et n'aide pas ceux qui gagnent des salaires peu élevés. Au surplus, de nombreux étudiants sont mal renseignés sur les divers aspects des programmes de prêts gouvernementaux y compris le régime d'exemption d'intérêts.

Selon Anne-Marie Turcotte, agent d'information à la Fédération canadienne des étudiants, de nombreux étudiants ne se rendent compte de la signification d'un prêt qu'après avoir terminé leurs études. Elle ajoute qu'il faut absolument améliorer la diffusion de renseignements et mieux conseiller les étudiants.

De l'avis de la FCE, le fort endettement des étudiants signale un problème plus important, à savoir l'escalade des coûts et l'érosion des programmes d'aide financière qui peuvent décourager nombre d'étudiants qualifiés à poursuivre des études supérieures. Les frais de scolarité, continue Mme Turcotte, augmentent régulièrement. De plus, maintes universités exigent des frais supplémentaires pour l'inscription, l'usage des ordinateurs, le matériel de cours etc. qui s'ajoutent au fardeau financier des étudiants. Il ne faut pas oublier non plus les coûts sans cesse croissants de la pension, du transport, des livres et de l'équipement. Un rapport de l'ACPU révèle que la moyenne des étudiants canadiens qui étudient loin de chez eux doivent dépenser au moins 5 500$ par année pour joindre les deux bouts. Le montant des prêts consentis par le Programme canadien de prêts aux étudiants est calculé selon la présomption que l'étudiant travaille pendant l'été au salaire minimum et qu'il pourra consacrer 45% de son revenu à ses dépenses annuelles. Toutefois, les représentants de la FCE soutiennent que les emplois d'été sont encore rares dans de nombreuses régions du pays, quoi qu'en disent les gouvernements.

La FCE ajoute que l'aide financière aux étudiants n'augmente pas au même rythme que leur fardeau financier. Administrés par les provinces, les programmes d'aide constituent ordinairement un mélange de bourses et de prêts. Les sommes consenties varient d'une province à l'autre et sont calculées en fonction de l'évaluation des besoins de chacun. Les bourses sont octroyées par les gouvernements provinciaux tandis que le Programme canadien de prêts aux étudiants constitue la contribution du fédéral.

Les détracteurs du régime actuel se plaignent des évaluations inégales des besoins, dues en partie aux méthodes d'administration du PCPE qui varient d'une province à l'autre. La réduction des bourses est une autre source d'inquiétude. En effet, les étudiants se voient forcés de dépendre davantage des prêts et d'accroître, par conséquent, leurs dettes. La situation est pire en Colombie-Britannique parce que le gouvernement créditiste a décidé d'abolir son programme de bourses en 1984. D'autres provinces réduisent les bourses ou les gèlent. En outre, la récente décision du gouvernement fédéral de bloquer à 5% la croissance des paiements de transferts au titre de l'éducation et de la santé risque de diminuer davantage les crédits provinciaux impartis à l'aide financière des étudiants.

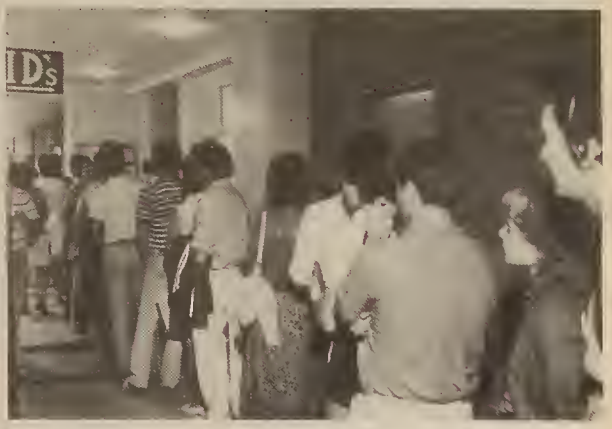
Il y a fort à parier que de nombreux étudiants emprunteraient davantage pour subvenir à leurs besoins s'ils le pouvaient. Cependant, le gouvernement fédéral a gelé le niveau hebdomadaire maximum des prêts à 105$ en 1984.

Toutefois, malgré ce gel, certains Conservateurs ont fait savoir qu'ils estimaient le PCPE trop dispendieux et encombrant. Le Groupe de travail Nielsen a recommandé que le gouvernement fédéral se retire du programme de prêts et verse aux provinces des subventions pour soutenir l'aide financière. La Fédération canadienne des étudiants montre des réserves face à cette recommandation car le Groupe de travail ne précise pas le montant des subventions qui remplaceraient le PCPE. En outre, la Fédération soutient que le gouvernement fédéral devrait jouer un rôle de première instance dans le financement de l'enseignement postsecondaire au lieu de s'en remettre aux provinces.

Le gouvernement fédéral n'a pas encore décidé du sort du PCPE mais est en train de le réviser. Il prévoit faire participer les gouvernements provinciaux à cet examen. Un comité consultatif fédéral-provincial, composé d'intervenants en éducation des deux paliers, est en formation. M. David Crombie, secrétaire d'Etat, a déclaré que de cette façon, nous pourrons faire un meilleur usage des ressources disponibles. Il a ajouté qu'il attendrait les recommandations des représentants étudiants et des groupes d'intérêt comme l'ACPU lors de l'examen des programmes d'aide financière des étudiants.

Le colloque sur l'enseignement postsecondaire, une autre initiative du gouvernement fédéral, réunira, selon M. Crombie, des Canadiens de toutes conditions sociales dans le but d'obtenir un consensus sur l'apport de l'enseignement postsecondaire à l'avenir du Canada.

Jean Wright se félicite que les étudiants aient l'occasion de faire part de leurs préoccupations aux gouvernements et estime que les consultations entre le fédéral et les provinces permettront d'améliorer l'aide financière des étudiants. Elle se demande toutefois si ces bonnes intentions entraîneront des gestes progressistes. Le récent volte-face du gouvernement fédéral dans le cas du financement de la recherche, qui s'est traduit par des compressions budgétaires au Conseil national de recherches, est troublant.



Mme Wright ajoute que le gouvernement a promis beaucoup de choses, puis il a fait volte-face, et, en ce qui concerne ses dépenses, il a fait exactement le contraire de ce qu'il avait promis.

La FCE craint que la tendance à financer l'éducation à l'aide de prêts maintienne les disparités économiques existantes. En effet, les étudiants sans soutien familial ou autres ressources peuvent hésiter devant la perspective de s'endetter et renoncer, par conséquent à des études collégiales ou universitaires. De même, les étudiants des milieux à faible revenu sont moins habitués que ceux de la classe moyenne à l'idée d'emprunter de l'argent. Dans son rapport, le Groupe de travail Nielsen du gouvernement conservateur a affirmé que, sociologiquement, il était prouvé que les jeunes ou les familles provenant en particulier des milieux à faible revenu n'étaient pas disposés à emprunter à long terme.

Roland de Corneille, député libéral, a déclaré que des gens provenant de secteurs dont le taux de chômage est élevé lui avaient fait part de leur réticence quant au financement de l'éducation au moyen de prêts. "Ils ont peur de s'endetter et de ne pouvoir rembourser leurs emprunts", a-t-il dit.

M. de Corneille préside un groupe de travail national sur l'enseignement postsecondaire qui a tenu des audiences publiques dans tout le pays et dont les idées retenues ont été présentées lors du congrès d'orientation du Parti libéral en novembre.

Lynn McDonald, critique en matière d'enseignement postsecondaire pour le Parti néo-démocrate, se préoccupe particulièrement des effets d'une aide financière insuffisante sur les femmes. Elle affirme que les étudiantes trouvent des emplois d'été beaucoup plus difficilement que leurs confrères. En outre, une fois leur carrière entamée, elles gagnent moins que les hommes et sont donc plus vulnérables face à un endettement. Mme McDonald ajoute que c'est l'une des raisons qui pousse les femmes à se diriger vers les secteurs qu'elles dominent par tradition au lieu de suivre une formation coûteuse dans des disciplines spécialisées comme les sciences ou le génie.

En Colombie-Britannique, où le gouvernement a sabré dans le financement de l'enseignement postsecondaire, on note une nette dimunition des effectifs depuis quelques années. D'après des données de Statistique Canada, il y a environ 1 000 étudiants à plein temps de moins d'inscrits en 1985 par rapport à 1983. Cette situation a incité la Fédération canadienne des étudiants à concentrer ses pressions sur l'aide financière aux étudiants pendant les élections provinciales. Il semble, toutefois, que les efforts de la FCE n'aient eu beaucoup d'influence sur la philosophie des Créditistes. On rapporte que le ministre de l'Education, M. Russ Fraser, aurait dit à la Presse canadienne que les moins nantis devraient remettre à plus tard les études postsecondaires s'ils n'ont pas les moyens de les poursuivre.

Les associations étudiantes et l'ACPU exercent des pressions auprès des gouvernements pour que les bourses soient augmentées et, éventuellement, pour que les frais de scolarité soient abolis. Cependant, étant donné que tout le monde, à l'heure actuelle, se préoccupe de déficit, nombreux sont ceux qui revendiquent justement le contraire, à savoir la hausse des frais de scolarité pour alléger le fardeau budgétaire des universités. Les tenants de la hausse des frais de scolarité estiment que les utilisateurs doivent payer, c'est-à-dire que les avantages principaux de l'enseignement postsecondaire profitent à la personne et que, par conséquent, la personne doit assumer le gros des frais.

L'Institut Fraser de Colombie-Britannique, un loyal partisan de la philosophie de "l'utilisateur doit payer", soutient que, présentement, les frais de scolarité ne constituent qu'une faible proportion, soit 15% des revenus de l'université. Il faudrait un rapport plus équilibré de 50/50, c'est-à-dire que l'étudiant devrait assumer la moitié des coûts de fonctionnement de l'université.

Ceux qui s'opposent à cette position contre-attaquent avec deux arguments principaux. Le premier est que les étudiants fournissent déjà leur juste part. En second lieu, la société profite beaucoup plus des diplômés collégiaux et universitaires qu'on ne le reconnaît actuellement.

Selon Allan Sharp, le président de l'ACPU, les étudiants font déjà plus que leur juste part quant au financement de leurs études si l'on tient compte du revenu qu'ils perdent et du fait que les universités ne consacrent qu'une portion de leur budget à l'instruction. M. Sharp mentionne une étude de l'ACPU selon laquelle les étudiants à plein temps indépendants perdent environ 5 000$ par année de revenu en choisissant d'étudier plutôt que de joindre les rangs du marché du travail. Il faut tenir compte de cette perte lorsque l'on calcule le montant que les étudiants investissent dans leurs études. En outre, l'étude révèle qu'une bonne

Voir DETTE/8

Today, the average debt load of final-year students who've borrowed from the federal Canada Student Loan Program is about $5000 — double what it was in 1983. On top of that, many students owe money on provincial loans as well. These figures are only the tip of the iceberg, student leaders say, since students are borrowing more each year to keep up with burgeoning expenses. What's more, a highly competitive job market is forcing many people to spend extra years in university and accumulate greater debts in hopes of increasing their chances of employment. In this article, which appeared in English on page 1 of the November issue, Ottawa writer Gabriella Goliger explores the growing problem of student debt.

Négocions/ Bargaining

Robert Léger/CAUT

Certification Hearings continued at Memorial

More days of the Newfoundland Labour Relation Board hearings were held recently. The Memorial University of Newfoundland Faculty Association (MUNFA) had on stand a librarian, a sessional appointee and two contractuals from the university to argue the communality of interest of their groups with faculty. The administration of the university is objecting to the inclusion of librarians and other people in the bargaining unit. It now seems that the key issue is the inclusion of Department Heads and some Directors. Seven more days of hearings have been scheduled for before Christmas on this issue and on the inclusion of laboratory instructors.

La grève est finie au Nova Scotia College of Art and Design

La grève, qui avait débuté le 16 octobre, est maintenant terminée à cette institution du centre ville de Halifax. Le syndicat des professeurs et le Bureau des gouverneurs du Nova College of Art and Design ont ratifié une convention collective de deux ans le 4 novembre 1986. Le collège reprenait ses activités le lendemain 5 novembre.

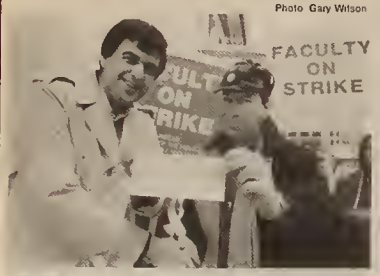
La nouvelle convention collective contient des articles sur la liberté universitaire, les droits et devoirs des universitaires ainsi que sur la non-discrimination. L'évaluation par les pairs et la consultation sont inscrites dans la nouvelle convention. De plus, les griefs pourront se régler à l'arbitrage, ce qui n'était pas le cas par le passé.

Une échelle de salaire est une des nouveautés introduites par la convention. Plusieurs membres du syndicat ont reçu des augmentations subtantielles afin de les placer au bon endroit sur l'échelle. La contribution de l'employeur au régime de retraite passe de 6 à 7% du salaire.

Howard Snow, du personnel de l'ACPU, a participé aux négociations du début de la grève jusqu'à la ratification.

On trouvera en page couverture un article sur la nouvelle convention dans la langue de Shakespeare.

Photo Gary Wilson



Howard Snow, de l'ACPU, remet à Alvin Comiter, directeur de FUNSCAD, un chèque de 8 000 $ venant du fonds de grève de l'ACPU.

CONCORDIA UNIVERSITY — LIBERAL ARTS COLLEGE

Visiting Professor

Concordia University's Liberal Arts College is seeking applications for its annual Visiting Professorship. The College provides a multidisciplinary core curriculum in Western civilization for a limited number of undergraduate students. For 1987-88, the final year College seminar will focus on the intellectual history of the twentieth century in its cultural and aesthetic dimensions (art, architecture, literature, and philosophy). Among the suggestions for 1987-88 are "Meaning and Impact of the Bauhaus Movement", "Crisis of Realism in European Art and Thought" or "New York in the 1940s and 1950s". These and other suggestions will be considered. A brief description of your proposed topic should accompany your application. Normally, the teaching of a second course would be required. The successful applicant will have an established record of teaching and research in a specific discipline. Academics on the staff of another institution who may be available for the 1987-88 academic year are also welcome to apply. Applications, inquiries and curriculum vitae, together with letters of reference, should be directed to **Professor Harvey Shulman, Principal, Liberal Arts College, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal H3G 1M8, Québec.** Applications will be accepted until February 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Student enrolment up: AUCC

by Richard Bellaire
CAUT staff

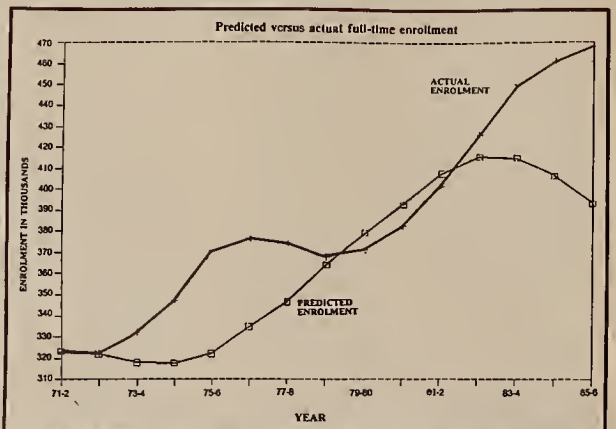
According to an AUCC telephone survey of preliminary 1986 fall university student enrolment, full-time undergraduate enrolment increased by 1.3%. The number of part-time undergraduates also increased by 1%. Graduate enrolment is up across the country but the number of Visa students is down with a 12% drop at the undergraduate level.

This increased enrolment contradicts predictions made in the 1970s that university enrolment would begin to decline in the 1980s. The accompanying table shows the full time enrolment predicted in 1973 versus the actual enrolment through 1985-86. Actual enrolment in 1985-86 is some 75,000 greater than predicted in 1973.

The table only includes full time enrolment (graduate and undergraduate). It does not show the dramatic increase in part-time enrolment from 157,000 in 1970-71 to 280,000 in 1985-86.

This comparison is not intended to show that the researchers in 1973 were bad social scientists or incompetent but rather that one of the major variables in the model (participation rate) has changed over that time. More older students are returning to university and more students are going to university rather than entering the labour force.

The work of such authors as David Foot has shown that predicting enrolments for universities is complex and dependent on the assumptions used in the model. The reality is that universities in Canada continue to attract students of all types in record numbers and 1986 is no exception.



SOURCE OF PREDICTED ENROLMENT: ENROLMENT FLUCTUATIONS AND PATTERNS FOR THE FUTURE, a paper presented to the Association of Universities and Colleges of Canada Annual Conference, Oct. 29-Nov. 1, 1973.
Source of Actual Enrolment various STATSCAN Publications

Hausse des effectifs étudiants

par Richard Bellaire
L'ACPU

Un sondage téléphonique effectué par l'AUCC, sur les inscriptions préliminaires pour la session d'automne 1986 révèle que les effectifs à plein temps au premier cycle ont augmenté de 1,3 %. Le nombre d'étudiants à temps partiel du premier cycle a également grimpé de 1 %. D'un océan à l'autre, le taux d'inscription des étudiants des 2e et 3e cycles est à la hausse. Toutefois, celui des étudiants étrangers détenteurs d'un visa accuse une baisse de 12 % au premier cycle.

La hausse des effectifs contredit les prédictions avancées pendant les années 1970 selon lesquelles les inscriptions à l'université chuteraient vers les années 1980. Le graphique ci-contre compare les prédictions de 1973 pour les effectifs à plein temps avec les effectifs réels jusqu'en 1985-1986. Les inscriptions réelles de 1985-1986 sont supérieures de quelque 75 000 aux prédictions de 1973.

Les statistiques et le graphique ne tiennent compte que des effectifs à plein temps des trois cycles. Il n'est pas question de la hausse excessive des effectifs à temps partiel qui sont passés de 157 000 en 1970-1971 à 280 000 étudiants en 1985-1986.

Cette comparaison ne se veut pas une illustration de l'incompétence ou des mauvais calculs des chercheurs de 1973. Elle veut plutôt montrer que l'une des principales variables du modèle, soit le taux de participation, s'est modifée avec le temps. Davantage d'étudiants adultes retournent à l'université et plus d'étudiants s'inscrivent à l'université au lieu d'entrer sur le marché du travail.

Les travaux d'auteurs tel David Foot prouvent que la prédiction des effectifs étudiants dans les universités est un acte complexe qui repose sur des hypothèses utilisées dans le modèle. La vérité est que les universités canadiennes continuent d'attirer des étudiants de tout genre en nombre record. L'année 1986 ne fait pas exception à la règle.

The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields: Properties of cardiac Ca channels — optical, mechenicel end electrophysiological studies; cardiovascular pharmacology; neuropathology — immunopathology; diabetic neuropathy and retinopathy; cell membrane pathophysiology in genetic hypertension; molecular endocrinology oncogenes end growth factors; transmembrene signalling; gene expressions; biochemical/pharmecological studies on neurotransmitters and their receptors; human gene mapping, recombinant DNA, molecular cytogenetics somatic cell genetics; electrophysiological and biochemical studies oi myocerdial ischemia; theorelical and applied mechanics; all fields of chemistry (physical, theorelical, organic, inorganic, analytical, end biochemistry); geophysics (eerth physics); structure-property relationship in metallic materiels; immunology; recombinant DNA technology with specific applications to immunology; immunogenetics; molecular immunology; molecular biology of resistance to cancer chemotherapeutic agents; molecular biology; trace mineral metabolism in ruminents. Normally all positions require e Ph.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this edvertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 15, 1987. Applications, including curriculum vitae, bibliography end names oi referees, should be sent to DR. S.L. BOND, ASSOCIATE VICE-PRESIDENT (STAFF), THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA R3T 2N2.

DETTE 7

portion des revenus de l'université est consacré à la recherche, ce dont les étudiants ne profitent pas directement, plutôt qu'à l'enseignement. Selon les estimations de l'étude, si les étudiants investissaient en totalité dans leurs études, ils en assumeraient 60 pour cent des coûts contre 40 pour cent de la part des gouvernements.

Jean Wright signale que l'éducation, en plus de ses nombreux avantages sociaux, est rentable pour le Canada du point de vue économique. Il faudrait donc la considérer comme un investissement à long terme. Elle ajoute que, à l'ère de l'information et des technologies, une main d'oeuvre instruite est essentielle à la croissance économique.

"L'éducation ne devrait pas être vue seulement comme un programme social. Elle est également un programme économique. Voilà une autre façon de stimuler l'économie et la création d'emplois, à l'instar des abris fiscaux accordés aux entreprises."

M. Sharp s'inquiète qu'un nombre de plus en plus nombreux d'étudiants se demandent sérieusement s'ils ont les moyens de poursuivre des études postsecondaires, et que les universités et les collèges redeviennent l'apanage d'une élite. Les conséquences de ce resserrement de l'accessibilité ne se manifesteront que dans dix ou vingt ans. Tout le tissu social du Canada en sera alors touché.

"En tant que collectivité, nous serons appauvris si les étudiants talentueux ne peuvent s'inscrire dans les établissements d'enseignement postsecondaire.(...) Nous hypothéquons l'avenir. Et nous sommes en train d'endetter toute une génération d'étudiants."

Help us improve the odds on life. Give to the Kidney Foundation of Canada.

La R et D: une priorité à tout prix

par David Berger

David Berger est député fédéral et critique du Parti libéral en matière de sciences et de technologie.

Pourquoi faisons-nous si peu de recherche et de développement au Canada? Certains nous disent qu'une des raisons est le peu de recherche et développement fait par le secteur privé et, en particulier, par les multinationales étrangères. D'autres qui ont témoigné devant le Comité parlementaire sur la recherche, la science et la technologie disent que cette situation est due à un manque de "culture scientifique". A cause de nos ressources naturelles, nous n'avons pas été obligés de développer notre potential humain. L'éducation et la recherche figurent au bas des priorités quand il nous suffit de couper un autre arbre ou d'exporter un peu plus de pêtrole et de gaz naturel pour balancer nos livres. Contrairement à nous, les Japonais n'avaient pas le choix. Ne possédant pas de ressources naturelles, ils ont été forcés de développer les ressources de leur talent et de leur cerveau.

De récentes indications prévoient que bientôt le Canada ne pourra plus recourir à ses ressources naturelles pour combler le déficit et améliorer sa croissance économique. Nous aurons à investir dans le capital humain si nous voulons progresser et être compétitif sur les marchés internationaux. Nous vivons présentement ce que certains ont qualifié de l'"inévitable" effritement de nos ressources naturelles.

Il existe nombre de raisons à cela. En premier lieu, les pays en voie de développement ont augmenté les réserves mondiales de matières premières comme le charbon, la pâte à papier, le cuivre, le nickel et le minerai de fer. En deuxième lieu, ce nouvel approvisionnement en ressources provenant des pays en voie de développement a coincidé avec le ralentissement de la croissance générale. En troisième lieu, il faut compter avec la concurrence accrue des nouveaux matériaux industriels. Les fibres optiques remplacent le cuivre. Les plastiques et les métaux légers comme l'aluminium remplacent l'acier. La commission Macdonald a publié des données selon lesquelles de 1964 à 1984, les exportations canadiennes des denrées alimentaires, surtout de blé, de matières premières brutes et de produits manufacturés sont passées de 84 à 56 p. 100 du total des exportations canadiennes.

Récemment, les membres du Comité parlementaire sur la recherche, la science et la technologie ont été invités par le ministère d'État, science et technologie à une session d'information sur les technologies de pointe et la compétitivité industrielle. On nous a montré une diapositive que je qualifierais "de contes d'horreur". Cette diapositive nous montrait que le déficit de la balance des paiements au Canada, de 2 milliards $ en 1984 s'accroîtra jusqu'à 48 milliards $ en 1994. Notre traditionnel surplus provenant de nos ressources naturelles s'amenuisera au cours des dix prochaines années pendant que notre déficit en produits de technologie de pointe continuera de s'accroître. Les fonctionnaires du ministère nous ont fourni une explication "rassurante" en nous disant que ce déficit de 48 milliards $ ne représentait pas la réalité car il ne tenait pas compte de la baisse de notre dollar pour compenser notre faiblesse économique. En d'autres termes, les Canadiens et Canadiennes seront plus pauvres et le Canada réduira ses importations.

Pendant la dernière campagne électorale le Parti conservateur a promis de doubler ses dépenses consacrées à la recherche et au développement. M. Mulroney dans son livre publié en 1983 disait: "La recherche et le développement et les innovations qui en résultent sont le pivot de notre réussite économique et nationale." Il a prétendu que les gouvernements devraient exempter la recherche et le développement de toute politique de restrictions budgétaires.

Mais depuis les élections, au lieu d'augmenter le budget prévu sur ce chapitre, le gouvernement a sabré dans pratiquement tous les secteurs de la recherche scientifique. Le Conseil des sciences a vu son budget fondre de moitié. De 520 millions $ qu'était le budget du Conseil national de recherches il est maintenant à moins de 400 millions $ et nombre de programmes ont disparu.

Les budgets des conseils chargés de subventionner la recherche universitaire et la formation scientifique ont été gelés. Maintenant, ils devront compter sur les contributions du secteur privé, lesquelles recevront une participation équivalente du gouvernement, pour sauver les programmes existant des effets de l'inflation.

Le résultat de ces politiques, les dépenses en recherche au Canada en proportion du PNB ont chuté en 1986 à 1.3 p. 100, en deça de 1.34 p. 100 en 1985. C'est la première fois depuis longtemps que les activités de recherche connaissent une diminution. Sauf pour l'année 1983, le ratio DIRP/PNB a grimpé constamment depuis 1976 de 0.96 p. 100 jusqu'à 1.34 p. 100 en 1985.

D'ici un an et demi, le Parti libéral développera une politique en matière de sciences et technologie qu'il présentera aux Canadiens et Canadiennes lors de la prochaine élection. Partant de la prémisse que la plus importante ressource et l'atout le plus critique que nous possédons est notre population, toute politique scientifique doit être basée sur des politiques sociales et d'éducation adéquates.

D'autres pays ont compris le lien qui existe entre l'éducation et la croissance économique. Le Canada se doit de le reconnaître aussi. Un article publié dans le magazine Time du mois de juin '86 fait état du faible taux de chômage dans le Massachussetts (seulement 4 p. 100) et démontre clairement que les universités, tels Harvard et MIT, sont un facteur important de croissance économique. Le directeur d'une agence de publicité disait:

"Les politiciens tenteront de prendre le crédit pour (le boom économique); les gens d'affaires eux aussi, mais la vérité c'est que ce sont les universités qui sont la clé d'un progrès remarquable."

Le Conseil de recherches en sciences naturelles et en génie nous répète sans cesse que, aujourd'hui, nous n'avons pas assez d'étudiants en sciences pour accroître d'une façon significative notre activité scientifique. Il sera impossible de doubler notre investissement dans les dépenses pour la recherche, ou d'être plus innovateur, ou de réduire notre important déficit dans le domaine des produits de technologie de pointe si nous n'avons pas les personnes qualifiées pour faire le travail.

Le présent gouvernement n'a pas seulement coupé directement dans la recherche et le développement, mais il a aussi réduit les transferts aux provinces du financement des programmes établis pour l'éducation post-secondaire. Le *Ministre a "justifié"* ses dernières coupures au CNR en disant que la recherche fondamentale se fera maintenant dans les universités. Lors d'une récente déclaration à la suite des coupures au Conseil national de recherches, son président, le docteur Larkin Kerwin déclarait:

"Malgré une série de récentes déceptions, je demeure très optimiste au sujet du rôle de plus en plus important qu'assumera le CNR dans la recherche et le développement au Canada. Les données qui nous sont présentées ayant trait à la situation canadienne, c'est-à-dire le rôle vital de la r & d au sein de l'économie et de la culture nationale, la faiblesse de la capacité industrielle canadienne en matière de r & d, et la spécialisation nécessaire aux universités pour former des spécialistes, ne peuvent aboutir autrement.

Lors d'une récente réunion du Comité parlementaire, la haute direction et les membres du conseil du CNR ont dit être frustré par le manque de politique précise de la part du gouvernement et ont souligné que cet état de fait causait des problèmes considérables dans leurs efforts de planification à moyen ou à long termes.

Le Parti libéral croit que les éléments essentiels pour le développement au Canada sont un niveau supérieur d'éducation, une formation adéquate et le développement de la recherche et le développement. Nous continuerons nos efforts pour développer une politique scientifique adéquate qui répondra aux besoins réels de recherche et de développement non seulement dans le secteur public mais également dans les universités et le secteur privé.

Development of human resources key to Canada's future, say Liberals

by David Berger

A federal member of parliament, David Berger is Liberal critic for science and technology.

Why do we do so little research and development in Canada? The low level of R & D performed by the private sector, and by foreign multinationals in particular, has often been cited as one of the reasons. More recently, witnesses before the Parliamentary Committee on Research, Science and Technology have stated that we do little R & D because Canada lacks an R & D "culture". Because of our wealth in natural resources we haven't been forced to develop our human resources. Education and research are a low priority when you can chop down another tree or export more oil and gas to balance the books. The Japanese didn't have that choice. They have no natural resources and were forced to use their wits.

There are indications today that Canada may no longer be able to rely on natural resources to the same extent for economic well-being and that we have to invest more in human capital. We are experiencing what has been termed an "inevitable" move away from resources.

There are a number of reasons for this. First, developing countries have increased the world supply of resources such as coal, pulpwood, copper, nickel and iron ore. Second, this new supply of resources from developing countries has coincided with the slowdown in global growth. Third, there has been increased competition from what are known as new industrial materials. Copper is being replaced by fibre optics, and steel is being replaced by plastics and light metals such as aluminum. The MacDonald Commission published figures which demonstrated that between 1964 and 1984 Canadian exports of food, mainly wheat, and crude and fabricated materials, dropped from 84 per cent of Canada's exports to 56 per cent.

Recently, members of the Parliamentary Committee on Research, Science and Technology were invited to the Ministry of State, Science and Technology for a briefing on strategic technologies and industrial competitiveness. We were shown a slide which I call the "horror story" which projects that Canada's balance of payments deficit will increase from $2 billion in 1984 to $48 billion in 1994. Our traditional surplus in resource-related products will flatten over the next 10 years while the deficit in high-tech products will continue to grow. Departmental officials then "reassuringly" told us that the $48 billion deficit will not happen because the dollar will fall. In other words, Canadians will be poorer and we will reduce our imports.

The Conservative Party campaigned on a promise to double Canada's spending on R & D. In his book entitled *Where I Stand* published in 1983, Brian Mulroney stated that "Research and development, and the resulting innovations, are the lifeblood of a successful economy and country." He urged that Canada's R & D efforts be exempted from government restraint programs.

Since his election, rather than increasing spending on R & D, his government has cut almost all areas of scientific support. The Science Council had its budget cut by one half. The National Research Council's budget has been slashed from $520 million to less than $400 million, and numerous programs have been eliminated or gutted.

The granting councils, which provide funds for university research and the training of researchers, have had their budgets frozen. They will now have to depend on private sector contributions, which will be matched by additional government funds, to protect existing programs from inflation.

As a result of these policies, Canada's research expenditure in relation to GNP (GERD/GNP) has *fallen* in 1986 to 1.3%, down from 1.34% in 1985. With the exception of a small drop in 1983, the GERD/GNP ratio had been climbing steadily from a low of 0.96% in 1976 to the 1985 "high".

In the next year and a half, the Liberal Party will be developing a comprehensive science and technology policy to present to Canadians in the next election. Given that our most important resource and critical asset is our people, any science policy must also be complemented by appropriate social and educational policies. Other countries have recognized the link between education and economic growth. Canada must do so too. An article in *Time* magazine in June 1986 on the low rate of unemployment in Massachusetts (only 4%) pointed to the effect on the economy of universities like Harvard and MIT. An ad agency executive was quoted as saying:

"The politicians will take credit for (the economic boom); the businessmen will take credit for it, but the real key to it all is the universities".

The Natural Sciences and Engineering Research Council has made it abundantly clear that we do not have enough students in science today to significantly increase our scientific activity. It will be impossible to double our research spending, or to be more innovative, or to reduce our huge deficit in high technology goods, if we haven't got the people to do the job.

Yet the current government has not only cut back on research and development directly, but has reduced its transfer payments to the provinces for post-secondary education. The Minister has "justified" the most recent round of cutbacks at the NRC by saying that basic research will now be done at universities. Yet in a statement on the cutbacks, NRC president, Dr. Larkin Kerwin has said:

"In spite of repeated recent disappointments I remain doggedly optimistic about NRC assuming an ever-increasing and important role in Canadian R & D. The facts of Canada's situation that are before us, namely the essential role of R & D in the national economy and culture, the weakness of Canadian industrial capacity to perform it, and the specialized nature of the universities in educating needed experts, make this inevitable."

At recent meetings of the Parliamentary Committee, both senior management and members of the NRC's Council have indicated their frustration at the lack of clear policy direction coming from the government and the considerable problems which this has caused them in terms of their efforts to do any medium or long-range planning.

The Liberal Party believes higher education, training, research and development are the keys to Canada's future. We will continue our efforts to formulate a comprehensive science policy which responds to the real needs for research and development, not only in the public sector but also in universities and in the private sector.

Status of Women

Pay equity

CAUT endorsed the principle of equal pay for work of equal value in 1961 in response to growing awareness amongst its membership that something was awry with the salaries of women faculty. A large majority of university presidents quickly endorsed the new CAUT policy statement on equal opportunity for women faculty members. In fact, much of the work of the CAUT Status of Women Committee, and committees of inquiry into the status of women at individual universities, during the ensuing decade was devoted to documenting, and remedying salary discrimination against women.

However, the evidence suggests that academic women, in fact women in the workforce everywhere, have not achieved pay equity. Women in the workforce earn, on average, 63 cents for every dollar earned by men. Full time female faculty earn, on average, 82 cents for every dollar earned by male faculty. Female professional librarians have achieved wage parity with male librarians everywhere except Ontario, where female professional librarians earn, on average, 91% of male salaries.

Equal pay for equal work is a feature of employment standards legislation (together with minimum wage laws, maternity leave, etc.) in most jurisdictions in Canada and is intended to prevent discrimination in salaries for individuals performing the same or similar work. The work of CAUT and many local associations in the area of individual salary anomalies has helped to reduce the incidence of this form of discrimination. (See *A Manual for the Determination of Academic Salary Discrimination against Women*, available from the CAUT office.)

However, **equal pay for work of equal value** is designed to redress the situation of women in predominantly female occupations whose wages have been systematically undervalued due, in part, to gender. Equal pay for work of equal value, also known as pay equity, allows for comparisons between different occupations, not just those that are the same or similar.

The principle of equal pay for work of equal value has long been recognized by the International Labour Organization. In 1972, Canada ratified the *ILO* commitment to equal pay and since that time pay equity or comparable worth legislation has been introduced in the US, Europe, Australia and New Zealand. In Canada, pay equity legislation has been enacted at the federal level, in Quebec, Manitoba and has been introduced in Ontario. It has also been suggested that pay equity is mandated by section 15 of the Charter of Rights and Freedoms.

To date, the universities have not had to come to grips with pay equity legislation. At the federal level, and in Quebec, pay equity is administered by the human rights commission on a complaints basis. We are unaware of any university-based complaint in those jurisdictions.

However, Manitoba has adopted a different model — one with a direct impact on the universities. The Manitoba model is pro-active (requires employers, and where possible unions, to initiate pay equity programs). This approach requires public-sector employers (including the four universities) to apply a single gender-neutral job evaluation system to female-and-male-dominated classes of employees in order to compare the value of the work performed by those groups, and to identify and remedy pay inequities.

The universities were to begin this process by October 1, 1986, and to agree, through the collective bargaining process, on the selection and application of a job evaluation system by June 30, 1987. The universities then have until September 30, 1988 to reach an agreement on the allocation and phasing in of wage adjustments resulting from this process. (Wage adjustments may be phased in over four years, and no employer is required to allocate more than 1% of the previous year's total payroll for wage adjustments.) Impasses will be resolved by the Manitoba Labour Board.

For now, the Manitoba legislation has raised more questions than answers for university faculty, and it appears that there will be some pioneer work in this area. For example, there do not appear to be any precedents, in Canada or internationally, for job evaluation of university faculty. Will university faculty be directly affected? What is a class of employee? At a quick glance, the three areas in the university whose academic staff are predominantly female and have traditionally been so are nursing, home economics and the library. But will a class consist of individual departments, faculties or the faculty as a whole. Will the rank structure be affected? For example, could all assistant professors be considered a class of employees? And what about professional librarians? With existing data on full time faculty, we are able to make some guesses about whether or not certain groupings of full-time academic staff are predominantly female. However, the Manitoba legislation affects all employees, full time and part time, and provides faculty associations with an important opportunity to find out exactly how many academic staff are employed, in what categories, and whether they are employed full time, part time or some other arrangement.

The Liberal government in Ontario recently introduced pay equity legislation for direct government employees. Again, the model is essentially pro-active and based on a job evaluation process. The Liberal government has stated that separate legislation is intended for the broadly-defined public sector (including the universities) and the private sector. The New Democrats and Conservatives have proposed amendments so that one piece of legislation covers all Ontario employees; however, the Liberals have been resisting and at the time of writing the fate of the legislation is unclear. Among the concerns which have been expressed about the legislation is a desire to provide employees with options other than expensive and value-laden job evaluation schemes to remedy pay discrimination. The Ontario Federation of Labour has suggested that the content of pay equity programs be negotiated, and that such programs could include negotiated direct amounts, equalization of starting salaries, increased minimum wage rates, across the board wage settlements and other related measures.

CAUT has been monitoring the development of pay equity legislation and its impact on university faculty. Even if faculty members themselves are not directly affected, pay equity is a major issue for support staff and other non-academic staff in the university. For example, the union which represents the clerical, secretarial, administrative, library and technical staff at one Ontario university has illustrated pay inequities between predominantly female and predominantly male bargaining units at the same university as follows. The starting rate for a Clerk-Typist 3 is $8.72/hour and for a Groundskeeper 2 is $10.37/hour. The minimum job requirements for a Clerk-Typist 3 are a Grade 12 education, 2-4 years of experience including secretarial and/or business training. The Clerk-Typist is required to type accurately, word-process, answer telephone or over-the-counter enquiries, and have good office skills. The minimum qualifications for Groundskeeper 2 are Grade 10, experience in grounds maintenance and snow removal, good physical health, and possession of a class D driver's licence. The Groundskeeper 2 performs ground maintenance operations, including snow removal. The union argues that, while the two jobs measured in terms of skill, working conditions, effort and responsibility seem to be at least equal, the Groundskeeper earns 19% more per hour than does the Clerk-Typist. Thus, pay equity legislation offers an important opportunity to the university community to redress at least a portion of the inequities faced by women in predominantly female occupational groupings.

Pay equity is but one aspect of employment equity. In her 1984 Royal Commission Report, *Equality in Employment*, Judge Rosalie Abella used the term "employment equity" to describe "programs of positive remedy for discrimination in the Canadian workplace". Such programs might include "the active recruitment of women into the fullest range of employment opportunities, equal pay for work of equal value, fair consideration for promotion into more responsible positions, participation in corporate policy decision-making through corporate task forces and committees, accessible childcare of adequate quality, paid parental leaves for either parent, and equal pensions and benefits." CAUT too is committed to employment equity and, through its Status of Women Committee, is working together with provincial and local associations to implement employment equity goals.

For further information on pay equity and salary anomalies, please contact Tina Head at the CAUT office.

CANADA — 1985-86
Mean Salary (All degrees combined)

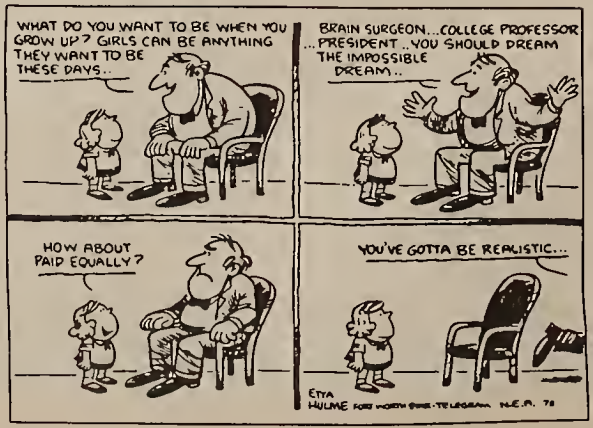
Field/Sex		Full $	% F/M	Associate $	% F/M	Assistant $	% F/M	Lecturer $	% F/M	Total $	% F/M
Education	F	56653	93.8	47420	95.6	37764	93.5	31007	84.5	43158	84.7
	M	60417		49627		40374		36681		50981	
Fine Arts	F	56177	97.6	43440	96.7	33650	96.6	28070	95.1	38235	84.4
Humanities	F	57415	95.6	46226	96.5	33981	95.9	30902	99.9	42120	84.5
	M	60067		47925		35446		30940		49817	
Social Sci	F	56788	90.6	45911	95.0	35849	95.3	30678	99.8	40609	80.4
	M	62669		48335		37603		30748		50497	
Agr & Biol	F	59268	97.8	47472	103.1	35604	97.7	28349	92.2	43410	85.0
	M	60571		46055		36436		30733		51053	
Eng & Appl Sci	F	—	—	49528	100.4	37930	96.8	—	—	44639	82.4
	M	62340		49311		39186		32841		54180	
Health Prof	F	62757	91.8	51306	93.9	40915	86.5	34194	71.8	44640	78.1
	M	68342		54655		47283		47627		57137	
Math & Phys	F	54952	90.1	44441	94.2	36444	100.7	32499	99.6	39414	76.6
	M	60978		47151		36186		32627		51480	

Notes: Includes medical and non-medical faculty. Faculty with administrative duties are excluded. Data for Quebec were not available for 1985-86.
Source: Statistics Canada, Post-Secondary Education Division.

1984-85 LIBRARIANS' SALARIES

		Number	Average Salary	
West	F	80	$36,071	5 univs.
	T	139	36,147	surveyed
	F/T	59.7%F/M	99.5%	
East	F	69	32,078	6 univs.
	T	92	31,727	surveyed
	F/T	75.0%F/M	109.9%	
Ontario	F	78	32,208	7 univs.
	T	116	34,062	surveyed
	F/T	67.2%F/M	90.8%	

Source: CAUT Research. Librarian Salary Survey. January 1986.



Rank structures among academic librarians

by Yvonne Hinks
The author is with the Environment-Science-Technology Library at the University of Calgary and is a former member of the CAUT Librarians Committee.

Comparing salaries and career advancement opportunities for Canadian academic librarians has always been a difficult proposition due on the one hand to the absence of any collected data, and on the other hand to the widely differing rank structures in Canadian academic libraries.

The Canadian Association of University Teachers, at the instigation of its Librarians Committee, has initiated a librarian's salary survey which is being undertaken every two years. The most recent edition of this survey was published in January 1986. Though this survey goes a long way in filling the gap in collected salary data, the problem of the differing rank structures still makes career advancement comparisons difficult.

Yvonne Hinks, bibliothécaire à l'Université de Calgary et ancien membre du Comité des bibliothécaires de l'ACPU, traite des avantages et des désavantages de la structure des quatre rangs principaux en vigueur dans les bibliothèques universitaires canadiennes. Elle signale que, en raison des structures radicalement différentes, il devient difficile de comparer les traitements et les possibilités de promotion des bibliothécaires universitaires canadiens.

A cursory review of the literature on rank structure in Canadian academic libraries and of Canadian collective agreements reveals four main types of rank structure: a two-tiered system, a straight ranking system, a quasi-faculty system and a two-track system.

The most common type of rank structure is the two-tiered system which is basically hierarchical in nature. In this system, promotion through the ranks without assuming supervisory/administrative responsibilities is limited to the first three ranks. Promotion from a Librarian I to a Librarian II and from a Librarian II to a Librarian III is based on specific performance criteria and follows normal academic review procedures. To be promoted beyond the Librarian III rank, one must apply for specific supervisory/administrative positions as they become available.

The advantages of this system are that it does reflect the hierarchical character of the library and that it does provide adequate recognition and financial reward for those in supervisory/administrative positions. The disadvantages are that career and salary advancement are restricted because of the limited number of positions available in the higher ranks. The only career advancement possible beyond Librarian III is through the administrative route, and those librarians who choose specialization in one area of librarianship or who make superior professional contributions to the library are unable to advance.

The second most common type of rank structure is a straight ranking system. Generally, librarians are ranked from I-IV or from 1-V. There are specific requirements for each of these ranks, with increasing scope and responsibility going hand-in-hand with increased rank. Although the broad management component (i.e. management of human and other resources) increases in proportion and importance as the rank increases, there are a variety of roads to the top rank, not limited strictly to increased supervisory/administrative responsibility.

In this system individuals are promoted on the basis of performance through an academic review process. Librarians interested in careers in a specialized area are not limited to any set number of ranks, and are not forced into administrative positions for purposes of career or salary advancement. This type of structure is closer to the faculty model where a professor progresses through the ranks as his/her performance meets defined criteria and as his/her sphere of influence expands. The only disadvantage of this system seems to be that those librarians who do take on supervisory/administrative positions do not receive adequate recognition or financial compensation unless a system of administrative stipends is used to supplement salaries.

A third type of rank structure emulates the four faculty ranks of Instructor/Lecturer, Assistant Professor, Associate Professor and Professor with titles such as General Librarian, Assistant Librarian, Associate Librarian and Librarian. This type of ranking reflects the structure in the Guidelines on the Academic Status of University Librarians that were developed by CAUT in conjunction with the Canadian Association of College and University Libraries. Librarians and teaching faculty have similar rank structures and salary scales. In many cases, librarians are required to have a Ph.D. or its equivalent in order to reach the top rank, and there is a greater emphasis on research and scholarly publication.

This rank structure does lead to improved status and salary scales for librarians. Promotion to a higher rank is dependent on meeting the criteria for that rank which makes it possible for librarians to extend their career line through scholarly activities or through expertise in areas other than administration. One disadvantage is that, unless criteria for promotion are developed by the librarians' peers and take into account the fact that librarians generally do not have a Ph.D. and that they do not have release time equivalent to faculty for research and scholarly work, promotion to the highest ranks can become completely unattainable.

A fourth type of rank structure which exists in Canadian academic libraries is the 'two-track system' pioneered by Columbia University Libraries in 1973-74. In this 'two-track' structure, there is a system of professional ranks applied to individual librarians based on *criteria that recognize* individual merit, quality of performance, and professional and scholarly contributions. This system of ranks is independent of the position held by the librarian and it allows each librarian to be promoted when criteria for the next rank have been met without necessarily assuming supervisory/administrative duties. A normal academic review process is followed in initial placements and promotions.

The second track of the system is a four or five grade position classification scheme which takes into account the level of responsibility of a position including supervisory/administrative responsibility or policy making responsibility. A librarian's salary is based on that individual's rank and the classification of his/her position.

There seem to be numerous advantages to this type of rank structure. An individual is promoted on the basis of performance and not on the basis of availability of position. Librarians interested in specialization are not limited or penalized in terms of career or salary advancement. Librarians are not forced to become supervisors/administrators in order to advance, but those who do choose this route are adequately rewarded. This dual system of rank and classification allows a great deal of flexibility in recognizing varying levels of performance, service and responsibility. The one drawback could be the difficulty of administering such a complex system.

The four main rank structures outlined in this paper are significantly different and provide varying opportunities for career advancement for academic librarians throughout Canada. There is no evidence to suggest that Canadian academic libraries are moving towards a common rank structure. As a result, salary and career advancement comparisons will continue to be difficult for the foreseeable future.

Tax changes aim to equalize pensions

by Richard Bellaire
CAUT Staff

In early October, the federal government tabled a Ways and Means Motion to amend the Income Tax Act to provide for tax-assistance to pension plans. The amendments are intended to ensure that all Canadians have access to the same level of retirement income regardless of the type of pension plan (money-purchase or defined-benefit) they have. They also will allow for self-employed individuals to fund their own pension plans to a maximum equal to employer-sponsored plans.

Le gouvernement fédéral a déposé, au début d'octobre, une motion visant à amender la Loi de l'impôt sur le revenu. Cet amendement prévoit une aide fiscale aux régimes de pension. Il permettra d'assurer à tous les Canadiens le même niveau de pension sans tenir compte du régime auquel ils souscrivent, qu'il soit à prestations déterminées ou à cotisations déterminées. Richard Bellaire, de l'ACPU, explique dans quelle mesure ces modifications toucheront les régimes de retraite des universités.

The new system will not operate fully until 1988. The rules for tax deductible contributions to RRSPs for 1987 are the same as for 1986. The rules for deducting 1987 contributions to an employer-sponsored plan remain the same as for 1986.

The new 1988 system rests on the basic premise that a contribution of 18% of earnings over a person's working lifetime would provide a pension of 2% of the final average earning for each year of employment.

The biggest change will be that an individual's RRSP limit will be based on earnings and the pension benefit from the previous tax year. Revenue Canada will calculate the RRSP limit for each taxpayer, using information provided by his/her employer and pension plan sponsor. A personalized statement of available contribution room will be sent to each taxpayer before the end of the year beginning in 1988.

RRSP contribution room will be 18% of the previous year's earnings minus a "pension adjustment". The pension adjustment for a money purchase plan is the employee and employer's contributions from the previous year. The pension adjustment for a defined benefit plan is based on the earned pension benefit from the previous year. For people unable to use their RRSP room immediately, there will be a carry forward for seven (7) years of any unused RRSP room.

All dollars limits for tax assistance will be increased beginning in 1988. The limit for maximum contributions to an employer-sponsored pension plan will be $15,500 in 1990. The maximum contribution for RRSPs will also be $15,500 (minus pension adjustment) but that limit will not be reached until 1991.

One of the more important changes affecting university plans is the elimination of certain types of additional voluntary contributions to employer-sponsored pension plans. Under the old regulations, a plan member could contribute funds into a plan for years of past service and use these funds to buy an additional money-purchase pension. For teachers, there was a further special provision in the Income Tax Act which allowed these contributions to be made as if the person had not contributed to the plan in the past.

The government viewed this procedure as "double-dipping" which allowed some people to get more deductions than those allowed under the general limitations. Therefore, additional voluntary contributions made after October 8, 1986 will not be deductible in computing income for tax purposes. Undeducted voluntary contributions will not be subjected to taxation if they are withdrawn from the plan by December 31, 1988.

The government modified its first proposal in that additional voluntary contributions for current year service will be allowed. It has been pointed out to the Finance Department that making changes to existing tax law during a tax year can cause major planning problems to individuals. But the government has given no indication that they will further modify this area of additional voluntary contributions.

CAUT will be doing a number of stories in future on other aspects of the new system. Some of the details have not been completely worked out by the government. More information will also be provided by the CAUT *Negotiator* which goes to all faculty associations.

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Recherche: intensifier le rôle des universités

par Ron Levesque,
Secrétaire général
associé de l'ACPU

En situation de libre-échange, est-ce que le Canada peut être concurrentiel ou est-ce qu'il sera avalé par les idées culturelles et la technologie américaines? La question a fait tellement couler d'encre que le débat public a ignoré ce que nous savons sur l'économie mondiale depuis dix ans environ.

Nous savons par exemple, que le Canada compte moins de la moitié de chercheurs et de scientifiques par cent mille habitants que les Etat-Unis, le Japon, l'Allemagne et le Royaume-Uni; nous ne pouvons même pas nous comparer à la Suisse, la Norvège ou aux Pays-Bas. En fait, nous nous classons juste au-dessus de la Yougoslavie et à peu près au même rang que l'Islande. Nous savons également que nous importons plus de technologie, qu'elle soit de pointe ou non, que nous en exportons. Nous savons que notre stratégie économique actuelle de rembourser ces importations en exportant des matières premières risque de ne plus être viable. On assiste à une stagnation des exportations alors que d'autres pays offrent des produits nouveaux et souvent moins chers. De plus, l'importation de la technologie de pointe augmente à un rythme alarmant.

Voilà les symptômes de nos problèmes. Que pouvons-nous faire pour les résoudre? De toute évidence, il faut modifier notre stratégie économique actuelle. Tout ce que nous savons sur la nouvelle structure économique converge vers un rôle accru des universités. Ces dernières devront continuer à former des Canadiens qualifiés et, probablement, à accroître leur rôle à ce chapitre. A la lumière des statistiques sur le chômage, il ne fait aucun doute que les personnes qui détiennent un diplôme d'études supérieures sont plus en demande que ceux qui n'en ont pas. D'une étude à l'autre, on constate que ces diplômés assument plus facilement de nouveaux rôles et ne craignent pas l'innovation. Les universités devront continuer à jouer un rôle, voire à l'intensifier, dans le domaine de la recherche. Le président de la compagnie américaine Hewlett-Packard a fait l'observation suivante:

> Ce n'est pas exagérer que de dire que le mauvais état de santé de la recherche dans les universités américaines est l'un des défis les plus importants auquel les Etats-Unis font face et peut-être le défi le plus important que doit affronter l'industrie américaine.

Ce que nous savons des caractéristiques de la nouvelle économie corrobore ce point de vue. En premier lieu, cette nouvelle économie sera manifestement fondée sur des innovations presque perpétuelles. Les nouvelles idées et les inventions non seulement seront-elles disponibles mais, ce qui est encore plus important, les vieilles idées et concepts seront aussi utilisés d'une nouvelle façon plus efficace. A titre d'exemple, citons le cas du Japon. En effet, les frabricants d'autos japonais, en moins de dix ans, ont supplanté les compagnies américaines et sont maintenant les têtes de file dans le domaine. Vers la fin des années soixante, pourtant, les spécialistes vantaient la puissance inattaquable de General Motors.

En second lieu, notre aptitude à transférer l'information et à l'échanger d'un clin d'oeil constitue nos munitions pour alimenter perpétuellement l'innovation. Cette caractéristique de la nouvelle économie a amené les gens à parler d'une économie fondée sur l'information. Nous avons besoin de plus en plus de gens instruits non seulement pour transférer l'information mais aussi pour comprendre ce qui est et ce qui n'est pas important.

Troisièmement, une société très instruite sera nécessaire non seulement pour fournir les idées essentielles à cette économie mais aussi pour composer avec les caprices d'un marché de l'emploi en constante évolution. De plus, seule une main d'oeuvre instruite peut nous assurer que l'économie demeure le moyen de gagner notre vie et non la raison de notre existence.

Quatrièmement, les universités joueront un rôle primordial dans la formation de la prochaine génération de chercheurs et dans les travaux de recherche qui alimenteront les progrès technologiques. Leur rôle a d'ailleurs été particulièrement important en Amérique du Nord dans les secteurs de l'informatique, des lasers, de la robotique et surtout de la biotechnologie.

Presque tout le monde accepte d'emblée le rôle essentiel des universités dans l'éducation et la recherche. Pourtant, quel en est le bilan? Tant le fédéral que les provinces ont réduit leur appui financier depuis plus de dix ans. En 1971, les dépenses du gouvernement au titre de l'enseignement postsecondaire représentaient 1,64 % du PNB. Toutefois, en 1985, les universités n'ont reçu que 0,97 %. En dollars de 1985, l'effet cumulatif de ces réductions s'élève à 19 milliards de dollars.

Il importe de rappeler que, au même moment, les effectifs étudiants ont augmenté progressivement. Ils continuent d'ailleurs de grimper. Une bonne partie de cette hausse pendant les années soixante-dix est attribuable au nombre accru de femmes s'inscrivant à l'université. Ceux qui regrettent l'époque où les effectifs, beaucoup moins nombreux, formaient l'élite, l'odeur des pipes et les vestes de tweed devraient y réfléchir à deux fois avant d'imputer à ces effectifs une baisse non fondée des normes. En outre, on assiste à une recrudescence des adultes de plus de 25 ans qui retournent aux études à plein temps par rapport aux décennies précédentes. Ces personnes savent ce qui se passe. Elles occupent l'avant-front entre la vieille et la nouvelle économie. Elles savent qu'elles ont besoin de nouveaux outils pour pouvoir s'adapter à la rapidité des progrès qui s'effectuent autour d'elles. On se demande quand nos gouvernements seront aussi bien informés.

Les universités doivent continuer à offrir aux Canadiens l'occasion d'aiguiser leur sens critique. Dans un monde en constante évolution, notre humanité, nos traditions démocratiques et notre moralité seront plus faciles à oublier. Il ne faut pas appliquer les nouvelles technologies sans penser aux conséquences uniquement parce que nous sommes capables de le faire. Il y a suffisamment d'exemples qui illustrent cette attitude idiote. En tant que société, nous devons continuer à étudier les effets des applications technologiques pour qu'elles soient dans l'intérêt de tous.

Pour vivre dans un monde aussi complexe, nous devrons donner à tous les citoyens la chance de s'instruire. Nous devons résister à la tentation d'instruire une petite élite seulement, une solution facile et certainement moins coûteuse. Le temps est en fait venu de ré-examiner nos politiques et d'ouvrir les portes de l'université aux groupes qui y ont toujours été sous-représentés. Si nous voulons créer une société où il fait bon vivre, nous ne devons plus, dans ce cas, gaspiller les talents de qui que ce soit.

Nos concurrents savent ce que nous savons, à la différence que nombre d'entre eux ont commencé à agir. D'une part, ils investissent énormément dans leurs universités. Un échantillon des universités financées à même les deniers publics révèle que les Américains essaient de doter leurs universités des ressources nécessaires. Les universités de l'Alabama et de la Californie (Los Angeles), par exemple, reçoivent des gouvernements d'état près de trois fois ce que l'Université de Toronto obtient par étudiant de sources gouvernementales pour ses revenus de fonctionnement.

Au Canada, en revanche, nos universités, privées des ressources adéquates, ne peuvent plus garantir que les Canadiens seront au fait du plus récent équipement ou des nouvelles idées ou que nos chercheurs disposeront des moyens nécessaires pour effectuer des travaux de renommée internationale. Le manque de vision de nos gouvernements transparaît dans les mesures récentes du gouvernement fédéral qui a ramené le budget de base des conseils de l'année prochaine au niveau de 1985-1986 et qui l'a bloqué pendant quatre ans. Ces conseils subventionnent une grande partie de la recherche effectuée dans les universités. Bien souvent, les fonds servent à acheter de nouveaux équipements et des ouvrages de référence pour les bibliothèques.

De plus, dans le cas de l'Amérique du Nord, il est évident que seuls les gouvernements peuvent subventionner la recherche fondamentale au niveau exigé, principalement parce que les compagnies ne peuvent impartir de larges sommes aux projets qui, du point de vue économique, ne rapporteront pas aussitôt mais qui, à longue échéance, représenteront la clé du progrès. A ce chapitre, les données des Etats-Unis sont éloquentes. Au cours des dix dernières années, le financement des conseils de recherches a été erratique. Or, le gel de leur budget dans le but de stabiliser le déficit est, à mon avis, l'un des meilleurs exemples de double langage politique. Cette politique est non seulement un suicide économique mais elle l'est aussi du côté culturel. Si nous n'avons pas les moyens de produire une activité économique suffisante, nous ne pourrons pas, alors, atteindre une indépendance culturelle qui soit suffisante pour nourrir nos artistes, nos écrivains, nos propres observations sur l'expérience humaine.

Par opposition au manque de vision du gouvernement canadien, un comité du conseil des sciences de la Maison Blanche a récemment recommandé l'impartition de 10 milliards de dollars à l'amélioration des installations de recherche universitaire. Nombre de nos chercheurs aimeraient bien avoir les installations que leurs confrères américains possèdent déjà.

Nos universités font face à de graves problèmes. Le moral des universitaires est atteint par dix ans de négligeance. Les meilleurs chercheurs s'exilent aux Etats-Unis. Le fait que les Etats-Unis reconnaissent le rôle que doivent jouer les universités a incité ces dernières à améliorer leurs installations, à offrir des bourses de recherches plus importantes et à verser des salaires plus élevés. Pourquoi, alors, un jeune adulte envisagerait-il une carrière universitaire au Canada? Nombre de nos plus talentueux choisiront un autre profil de carrière parce qu'il leur est difficile, à cause du sous-financement, d'effectuer des recherches sérieuses et poussées au Canada.

Les mesures annoncées récemment dans le Discours du trône sont accueillies avec satisfaction. L'initiative du colloque n'est qu'une première étape. Nous connaissons déjà les problèmes et les solutions. Le rattrapage coûtera cher. Toutefois, si nous voulons mettre un terme à notre rôle de porteurs d'eau et de coupeurs de bois, il faudra que les gouvernements commencent à investir dans les Canadiens et cessent de faire des pirouettes bureaucratiques insensées et de se chamailler pour des questions de juridiction.

This article appeared in English on page 1 of the November issue of the Bulletin *under the heading "Free trade debate highlights need for university research funding".*

McMASTER UNIVERSITY

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A nuclear analytical, environmental or earth scientist with extensive experience in neutron activation analysis (NAA) is required to manage the Reactor's Centre for NAA and its use by researchers from a number of universities. Duties include provision of initial training and ongoing assistance to non-specialists, development of new facilities and analyses, and performance of related research at the reactor. Practical laboratory and computer skills, and an interest in working on a number of problems and in assisting other researchers are required. The position is a challenging one requiring hard work and good self-organization. A recent Ph.D. or several years' recent post-doctoral experience in a relevant field is required. The position is initially at the Research Scientist level with a 1986/87 salary range of $25,116 to $42,588. Exceptional candidates may also be considered for a part-time appointment in an academic department.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Curriculum vitae, publication list and names of 3 scientific referees should be sent to:

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McMaster Nuclear Reactor,
McMaster University,
1280 Main St. W.
Hamilton, Ont. L8S 4K1

ST. FRANCIS XAVIER UNIVERSITY

DEAN OF SCIENCE

St. Francis Xavier University invites applications and nominations for the position of Dean of Science, effective July 1, 1987. This appointment is for a six-year term and renewable. The current Dean has indicated that he is not a candidate for re-appointment.

St. Francis Xavier University is predominantly an undergraduate institution with a full-time student body of 2600. Approximately 900 students are enrolled in the faculty which includes departments of Nursing, Nutrition and Consumer Studies, and Physical Education.

The Dean is a senior administrative officer of the University and shares the development of University plans and policies and has the responsibility to implement the academic and administrative policies and plans of the Faculty of Science.

The Dean is required to counsel and advise students in academic affairs. The University seeks a Dean with leadership qualities and a strong interest in research as the 60 members of faculty, assisted by research associates and University Research and Postdoctorate Fellows, conduct vigorous research programs.

Applications and nominations, including a curriculum vitae and names of three referees, should be sent by January 15, 1987 to:

Dr. J.T. Sears
Academic Vice-President
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

National Liberal Task Force on Post Secondary Education: interim report

Roland de Corneille

by Roland de Corneille

The Rev. Roland de Corneille is Liberal Party critic of the Secretary of State and Chairman of the National Liberal Task Force on Post Secondary Education.

My report describes some of the major concerns brought to the attention of our National Liberal Task Force on Post Secondary Education. The Hon. William Rompkey, P.C., M.P. as well as other national caucus members aided tremendously in the success of our Task Force. The following is not the report of the Task Force itself nor its recommendations because, at the time of the writing of this article, we are just completing our hearings, concluding this week, as it happens, with the submissions of CAUT and AUCC in Ottawa. But what we have heard about some of the existing conditions can be shared. What we will recommend, however, will be based on the analysis, the suggestions and the recommendations from written and tape recorded verbal submissions we have received.

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Post secondary education involves a very large number of Canadians. At least 60,000 are full-time teachers in universities and colleges; at least 1,040,000 are students (not including an additional 875,000 part-time college students). In addition, there are tens of thousands of support staff.

The state and condition of our universities and colleges literally impacts upon millions of Canadians over a period of just a few years. According to Statistics Canada, there are 200 certificate and diploma granting institutes and 66 degree granting institutes, as well as many other technical, art, commercial and research institutions.

Our task force has visited every province except New Brunswick, and received testimony from hundreds of witnesses from coast to coast. We are persuaded that the words of Walter Light, Chairman and Chief Executive Officer of Northern Telecom Limited, sums up well the predicament:

> And that is our real problem. Canada...is facing a potentially crippling shortage in almost every body of knowledge we will need in the next two decades. And, the next two decades could decide whether Canada survives as a modern, viable, international, industrial power in the Information Age.

We heard from Presidents and other senior administrative officials from dozens of universities and colleges, faculty associations, student groups, researchers, community organizations and individuals who testified on all aspects of our mandate.

Except for qualifications regarding Québec, the scene of post secondary education in Canada is one of unrelieved depression. Some areas, such as British Columbia and Newfoundland, are in a state of steep decline. In B.C., administrators, faculty and students confirm that there is gross underfunding and neglect by the province resulting in the lowest participation rate in the country by students with Grade 12 education, with higher student fees, no student grant program, faculty salaries frozen, libraries faltering, obsolete labs, buildings deteriorating, research declining, morale eroding, campus employment centres closing, the job strategy a disaster, a loss of foreign students and a brain drain under way. But whether one is talking of B.C. or Nova Scotia, Newfoundland or Ontario or Manitoba, the cry is the same at universities and colleges throughout the land — that because of neglect the reservoir of opportunities to salvage the future is being drained away, and that indeed it is almost too late.

One university president warned, "we are in a state of financial crisis"; another, "we face impending stratification...elitism...we are at the crossroads...we will have a different Canada"; another, "Colonialism may soon again stalk this land"; still another, "Universities serve a national purpose...we can't afford to have ten systems of education...both levels have to come together." The head of one faculty association described the consequences of underfunding as an ongoing process of "coping" where gradually but relentlessly "quality declines, buildings deteriorate, libraries can't keep pace, morale goes down...while the average age of professors goes up." Others spoke of the funding crisis as "disinvestment", "disinterest" and "disaster".

Research also received considerable attention. There was universal concern expressed that the failure to expand the guaranteed funding of the granting councils to reach goals promised by the federal government was a bitter disappointment. Fears were expressed that pure research would suffer, that the social services would not attract matching business grants and that the tax incentives favour applied physical sciences instead. "Horror stories" were told about how the Department of Supply and Services on the one hand required research contracts to be arranged only through private enterprise, while other federal government departments are trying to shop around to get bids from universities that circumvented the inclusion of overhead costs. Some university administrators complained they couldn't afford to accept more research grants because, to do so meant overloading facilities and eroding core financing still further.

Comparisons with other countries of statistics on government funds per capita devoted to research showed Canada to be somewhere between Iceland and Yugoslavia. The economic and cultural consequences in a competitive world scene were inevitably drawn. The testimony unanimously endorsed the dedication of much larger federal funding to research through the granting councils.

Problems facing students were also a major area of concern. In some provinces, like B.C., our task force was told that no grants are available — only student loans. On the other end of the scale, in Québec, we were told by students that grants, after the first $2,000 in loans, are readily available. Even in B.C., while per capita participation from students from Victoria to Vancouver is not far from the national average, outside the metropolitan areas rates "resemble those in third world countries". At the same time, the province has reduced student assistance spending estimates by about 63% over the last four years. Such disparities in approach do not contribute to a sense of national purpose and equality of regional opportunity.

Factors that serve to discourage access for prospective students are the threat of the rising cost of tuition fees, the changing composition of the student population, the rising average age of undergraduates, the growing numbers of part-time students and single parents, the reticence in areas of high unemployment to take out student loans when repayment has to begin six months after graduation, housing problems, and special financial problems for disabled or handicapped persons as well as native Canadians.

Students in Winnipeg reported that debt loads average $14,000 to $15,000 upon graduation from a four year degree course, and that, since loans have to be paid back at the rate of interest when they were incurred, many are subjected to repayments of $225 per month for the first 10 years of their working career.

One of the most surprising and refreshing aspects of testimony from one end of the country to the other, from administrators, faculty and students alike, was the genuine concern for foreign students. Some institutions reported that in recent years the foreign student population had been cut to one-third; all attested to the immense contribution foreign students make to the academic, social and cultural health of undergraduate and graduate life. Many reminded the Task Force of the short-range boost to the Canadian economy of money spent by these students and of the long-range economic ramifications of students who, having been trained in Canada, continue that relationship in commerce when they return to their native countries.

Because our Task Force is on the totality of post secondary education, a major area of our concern is the entire sphere of college education, with its many hundreds of thousands of teachers and learners. In some parts of Canada, like Québec, it is part of a direct continuum; in all parts it is an alternative to universities. Everywhere it deserves the greatest degree of attention.

The experiences of these institutions are not dissimilar. But they have to deal directly with the federal government in yet one more important arena, that of strategies and programs for employment. In the attempt by the Department of Employment to put its emphasis on private sector financing, upheavals, similar to those in research contracting, are being experienced.

Community colleges training programs are being abandoned in favour of on-the-job training through commercial companies only capable of limited facilities and didactic skills; or they are being "farmed out" to "private schools" which often have to beg, borrow, or steal staff or curriculum from the colleges. Francophones are deprived of training in their own language when they are suddenly thrust into a "private enterprise" school or into a training seat in a unilingual anglophone company in Ontario or Québec. Skills for life, literacy or long-term training are sacrificed in the rush for temporary jobs. Nor can colleges plan ahead. Presidents of community colleges termed the job-strategy program a "disaster".

The opportunities for general education coupled with developing skills in an ever-growing number of specialized technological fields is growing. But, just as the role for community colleges is at the brink of fulfillment, the federal strategy is shifting and the plight of the community colleges is as grave as that of universities. Obviously, a much needed dialogue between them is not taking place!

One obvious conclusion that I have drawn from all our travels is that the need exists, to use the words of Al Johnson, "for Parliament to reassert its interest in higher education as an engine of national, economic, social and cultural growth".

Libéraux: l'essor économique passe par l'enseignement postsecondaire

par Roland de Corneille

Le rév. Roland de Corneille est le critique libéral du Secrétariat d'État et président du Groupe de travail national sur l'enseignement postsecondaire du Parti libéral.

Mon rapport évoque certaines des grandes préoccupations signalées à notre Groupe de travail national sur l'enseignement postsecondaire. L'hon. William Rompkey, C.P., député, ainsi que d'autres membres du *caucus* national ont énormément aidé au succès du Groupe. Le présent texte n'est pas le rapport du Groupe ni même ses recommandations parce que, au moment de rédiger cet article, nous ne faisions que terminer nos audiences qui cessent justement cette semaine avec les mémoires de l'ACPU et de l'AUCC à Ottawa. Nous pouvons, cependant, faire part de ce que nous avons entendu au sujet de la situation. Nos recommandations, toutefois, se fonderont sur les vues, les suggestions et les propositions provenant des exposés écrits et oraux enregistrés sur ruban que nous avons reçus.

L'enseignement postsecondaire occupe un *très grand* nombre de Canadiens. Au moins 60 000 sont des professeurs d'université et de collège à plein temps et au moins 1 040 000 sont des étudiants (sans compter 875 000 étudiants de collège à temps partiel). En outre, il existe des dizaines de milliers d'employés de soutien.

La situation de nos universités et collèges se répercute littéralement sur des millions de Canadiens au cours d'une période de seulement quelques années. Selon Statistique Canada, il existe 200 institutions qui remettent des certificats et diplômes et 66 qui confèrent des grades ainsi qu'autant d'autres établissements d'enseignement technique, artistique et commercial et d'instituts de recherches.

Notre Groupe a visité chaque province, sauf le Nouveau-Brunswick, et a reçu la déposition de centaines de témoins de tout le pays. Nous sommes convaincus que les paroles de M. Walter Light, président et directeur général de *Northern Telecom Limited*, résument bien les choses:

> Tel est bien notre réel problème. Le Canada(...) fait face à une pénurie qui risque de pénaliser presque chaque domaine de connaissances dont nous aurons besoin au cours des deux prochaines décennies. Or ces deux décennies pourraient décider de la survie du Canada comme puissance industrielle, internationale, viable et moderne à l'ère de l'information.

Nous avons entendu des recteurs et autres cadres supérieurs de douzaines d'universités et collèges, des associations de professeurs, des groupements d'étudiants, des chercheurs, des organismes communautaires et des personnes qui ont exprimé leurs vues sur tous les aspects de notre mandat.

A part quelques réserves dans le cas du Québec, le tableau de l'enseignement postsecondaire au Canada est uniformément morose. Dans certaines régions, telles que la Colombie-Britannique et Terre-Neuve, la situation périclite rapidement. En Colombie-Britannique, administrateurs, professeurs et étudiants confirment qu'il existe un sous-financement et une négligence énormes de la part du gouvernement provincial qui se traduisent par les résultats suivants: le nombre le plus bas de tout le pays d'étudiants ayant fait la 12e, des frais de scolarité plus élevés, aucun programme de bourses pour les étudiants, le gel des salaires des professeurs, des bibliothèques qui s'appauvrissent, des laboratoires désuets, la détérioration des bâtiments, la recherche en déclin, l'érosion du moral, la fermeture des centres d'emploi universitaires, le désastre de la stratégie de l'emploi, la perte d'étudiants étrangers et l'exode de cerveaux. Peu importe, cependant, qu'il s'agisse de la Colombie-Britannique, de la Nouvelle-Ecosse, de Terre-Neuve, de l'Ontario ou du Manitoba, on se plaint partout de la même chose dans les universités et collèges, à savoir, à cause de négligence, le réservoir d'occasions qui s'offrent de sauver l'avenir est en train de se vider. On affirme même qu'il est presque trop tard.

"Nous sommes dans un état de crise financière", a dit un recteur d'université; "nous faisons face à une stratification imminente(...)à l'élitisme(...) nous sommes à la croisée des chemins(...)nous aurons un Canada différent", a dit un autre; "le colonialisme pourrait bien s'implanter bientôt chez nous", a affirmé un autre; "les universités répondent à une fin nationale(...)nous ne pouvons nous permettre d'avoir dix systèmes d'enseignement(...) les deux paliers doivent faire

Voir DE CORNEILLE/14

NOTICEBOARD
Tableau d'annonces

CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN — INSTITUT CANADIEN DE RECHERCHES SUR LES FEMMES. The CRIAW Bank of Researchers is a computerized datebase of curriculum vitae of feminist researchers and their research Colleges, schools and universities use the Bank's referral service when they are searching for a consultant or a research assistant specialized in a particular research area, or when they want to have names for conference speakers or resource people to participate in workshops or panels. The Bank also permits networking possibilities among researchers working in similar research areas. For registering or using, please contact The CRIAW Bank of Researchers, 151 Slater, Suite 408, Ottawa, Ontario, K1P 5H3; (613) 563-0981.

CALL FOR PAPERS. ABORIGINAL RESOURCE USE IN CANADA — Historical and Legal Aspects. Submissions are invited for papers to be presented at a conference to be held in the fall of 1987 in Winnipeg, Manitoba. We expect to publish a selection of the papers. Descriptive working title to be sent to: J. Friesen and K. Abel, Department of History, University College, 500 Dysart Road, Winnipeg, Manitoba, R3T 2M8. Deadline for receipt of proposals **February 1, 1987.**

THE ALBERTA STUDENT AFFAIRS/CACUSS WESTERN REGIONAL CONFERENCE will take place at the Banff Centre, April 26 to April 30, 1987. Program proposals and suggestions are now being solicited by the conference planning committee and may be submitted to: TA Craig, Student Services, University of Calgary, 2500 University Dr. N.W., Calgary, Alberta, T2N 1N4. This is the first co-operative conference between the Alberta Student Affairs people and the CACUSS Western Region and therefore co-operation will be emphasized as part of the theme of the conference.

A CONFERENCE ON APPLICATIONS OF INDIVIDUAL DIFFERENCES IN STRESS AND HEALTH PSYCHOLOGY at the University of Manitoba, Winnipeg, March 4-6, 1987. This Conference will bring together outstanding scientists from the fields of Individual Differences, Stress and Health Psychology. The Conference will comprise two formats: a) Invited participants from a variety of disciplines will each present an address on their own areas of specialty; b) At interactive poster sessions other participants will present and discuss their own research data. For information, contact Dr. M.P. Janisse, Conference on Stress and Health Psychology, Dept. of Psychology, University of Manitoba, Winnipeg, Man., R3T 2N2; tel. 204-474-9360.

CHANGE: IMPLICATIONS FOR ADULT LEARNING — MAY 11-13, 1987, REGINA, SASK. CALL FOR CONFERENCE PRESENTERS. Sponsors: University of Regina Extension and Saskatchewan Association for Lifelong Learning. A conference designed to bring together those concerned with adult learning — educators, trainers, programmers, theorists, administrators, policy makers, and leaders of community organizations — to learn, share and discuss change and the impact it has on a learning society. The conference committee encourages active involvement from such diverse areas as government, universities, community colleges, the voluntary sector, unions, professional associations, co-operatives, consultants, and private industry. Five presentation formats are available: workshops, poster sessions, paper presentations, panel presentations and discussion sessions. In addition, organizations are invited to display exhibits. For details, contact Sandra Pearce, Conference Chairperson, University of Regina Extension, Regina, Sask S4S 0A2. (306) 584-4815.

Report calls for taxation relief for artists

by Richard Bellaire
CAUT staff

A Federal Task Force on the Status of the Artist issued its report in late August. This task force was co-chaired by Canadian playwright Gratien Gélinas and Paul Siren, former executive head of ACTRA. The report covers many aspects of artistic life including health and safety, employment status, collective bargaining rights and taxation.

Perhaps the boldest recommendation is in the area of taxation. The report recommends that a level of non-taxable income be established below which the artist would not be taxed and that this level be comparable to that granted to Members of Parliament — $18,700 per year.

Other recommendations in the area of taxation are in line with those made by CAUT and other groups:

- ☐ That the unique nature of the artistic profession be recognized in the Income Tax Act;
- ☐ That the dual nature of the artist — employed and self-employed — be recognized in the Income Tax Act;
- ☐ That the expectation of profit rule be modified for artists. Until this amendment is passed, any artist should be allowed to deduct the expenses, costs and losses incurred in art production from any source of income.

These are just the major recommendations in the area of taxation. The third, in particular, has been a major focus of CAUT lobbying with the Federal Department of Finance. The government has made some changes in this area of taxation of artists as a result of major problems that arose several years ago but the Task Force is calling for these changes to be entrenched in law and tax regulations.

A full list of the recommendations is available from the CAUT office and the full report is available from the Department of Supply and Services or any Federal government bookstore.

Des modifications fiscales profitables aux artistes

par Richard Bellaire
L'ACPU

Le Groupe de travail sur le statut de l'artiste du gouvernement fédéral a rendu public son rapport à la fin d'août. Le Groupe de travail était coprésidé par Gratien Gélinas, comédien, et Paul Siren, ancien directeur de l'ACTRA. Le rapport s'attache à de nombreux aspects de la vie des artistes, notamment la santé et la sécurité, la situation professionnelle, les droits à la négociation collective et la fiscalité.

La recommandation la plus audacieuse se retrouve sans doute dans le domaine de la fiscalité. Le rapport recommande en effet un niveau de revenu en deçà duquel un artiste ne saurait être imposé. Ce revenu non imposable serait analogue à l'allocation que reçoivent les députés fédéraux, soit 18 700 $ par année.

D'autres recommandations à ce chapître correspondent à celles que l'ACPU et d'autres groupes ont formulées:

1. Que la spécifité de la profession artistique soit admise dans la Loi de l'impôt sur le revenu;

2. Que la double situation professionnelle de l'artiste, comme employé et comme travailleur autonome, soit reconnue dans la Loi de l'impôt sur le revenu;

3. Que les critères de possibilité de profits soient modifiés pour les artistes. En attendant la levée de ces critères, tout artiste devrait pouvoir soustraire de ses autres revenus les frais, les coûts et les pertes occasionnées par sa production artistique.

Ce ne sont là que les principales recommandations quant à la fiscalité. La troisième, en particulier, a figuré parmi les principaux objets de pression de l'ACPU auprès du ministère des Finances. Le gouvernement a modifié quelque peu la fiscalité des artistes à la suite de problèmes importants survenus il y a plusieurs années. Toutefois, le Groupe de travail revendique l'intégration de ces modifications à la loi et aux règlements de l'impôt.

Vous pouvez obtenir une liste complète des recommandations en vous adressant au secrétariat de l'ACPU. Le rapport est disponible dans les librairies du gouvernement fédéral.

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l'union", a dit un autre encore. Le directeur d'une association de professeurs a dit que le sous-financement se traduisait par la nécessité constante de chercheur à "se débrouiller", ce qui fait que graduellement mais constamment "la qualité baisse, les bâtiments se détériorent, les bibliothèques ne peuvent suivre le rythme, le moral se dégrade...tandis que l'âge moyen des professeurs augmente". D'autres ont parlé de "désinvestissement", de "désintérêt" et de "désastre" au sujet de la crise du financement.

La recherche a aussi fait l'objet de beaucoup d'attention. Tous ont déploré amèrement que le financement garanti des conseils subventionnaires n'augmente pas de façon à atteindre les objectifs promis par le gouvernement fédéral. On craint que la recherche pure n'en souffre, que les services sociaux n'attirent pas de subventions équivalentes des entreprises et que les incitations fiscales ne favorisent plutôt les sciences physiques appliquées. On a signalé le fait que le ministère des Approvisionnements et Services exige d'une part que les contrats de recherches soient accordés seulement par l'entremise de l'entreprise privée tandis que d'autres ministères fédéraux cherchent à obtenir des universités des offres qui éludent l'inclusion de frais généraux. Certains administrateurs d'université se sont plaints de ne pouvoir accepter plus de subventions de recherche parce qu'il leur faudrait surcharger les installations et ronger davantage le financement de base.

La comparaison avec d'autres pays des fonds publics par habitant consacrés à la recherche au Canada a montré que nous nous situons entre l'Islande et la Yougoslavie. On a forcément tiré les conséquences économiques et culturelles inévitables qui en découlent dans un environnement mondial compétitif. Les témoignages ont tous fait valoir que le gouvernement fédéral doit attribuer beaucoup plus de fonds à la recherche par le truchement des conseils subventionnaires.

Les problèmes auxquels font face les étudiants sont aussi fort préoccupants. Dans certaines provinces telles que la Colombie-Britannique, les intervenants ont dit au Groupe qu'il n'y avait pas de bourses, mais seulement des prêts aux étudiants, tandis qu'au Québec, tout à l'extrême, des étudiants nous ont dit qu'ils avaient droits à des bourses après les premiers 2 000$ de prêts. Même en Colombie-Britannique, alors que la participation par habitant aux études universitaires de Victoria à Vancouver avoisine la moyenne nationale, le taux en dehors des régions métropolitaines "ressemble à celui des pays du tiers monde". La province a réduit les sommes destinées à l'aide aux étudiants d'environ 63% au cours des quatre dernières années. De telles disparités n'encouragent pas le sens d'une volonté nationale ni l'égalité des possibilités régionales.

Les facteurs qui détournent de l'université d'éventuels étudiants sont la menace de l'augmentation des frais de scolarité, la composition changeante de la population universitaire, la hausse de l'âge moyen des étudiants du 1er cycle, le nombre grandissant d'étudiants à temps partiel et de parents célibataires, la réticence en milieu de chômage élevé à demander un prêt d'études lorsque le remboursement doit commencer six mois après la fin des études, les problèmes de logement et les problèmes financiers des invalides ou des handicapés ainsi que des autochtones.

Selon des étudiants de Winnipeg, la dette est en moyenne de 14 000$ à 15 000$ au terme d'un cours universitaire de quatre ans. Comme les prêts doivent être remboursés aux taux d'intérêt en vigueur au moment de l'emprunt, beaucoup doivent payer 225$ par mois durant les dix premières années de leur vie active.

Une des choses les plus étonnantes et réconfortantes qui se dégagent des témoignages entendus d'un bout à l'autre du pays de la part des administrateurs, professeurs et étudiants, c'est leur intérêt pour les étudiants étrangers. Certaines universités ont déclaré que, ces dernières années, le nombre d'étudiants étrangers a été réduit à un tiers. Toutes ont fait état de l'apport immense des étudiants étrangers à la santé scolaire, sociale et culturelle de la vie des étudiants des trois cycles. Beaucoup ont rappelé au Groupe de travail la contribution à court terme faite à l'économie canadienne par les sommes dépensées par ces étudiants ainsi que les répercussions économiques à long terme de ce que des étudiants formés au Canada demeurent, rentrés chez eux, en relations commerciales avec notre pays.

Parce que notre Groupe se penche sur la totalité de l'enseignement postsecondaire, tout le domaine de l'enseignement collégial, qui vise des centaines de milliers d'enseignants et d'élèves, constitue une question de grand intérêt. Dans certaines parties du Canada telles que le Québec, cet enseignement fait partie d'un continuum direct; dans toutes ses parties, il est une solution à l'université; partout, cependant, il mérite qu'on lui accorde le maximum d'attention.

L'expérience de ces établissements n'est pas dissemblable. Il leur faut, cependant, traiter directement avec le gouvernement fédéral dans un autre domaine plus important encore, soit celui des stratégies et des programmes d'emploi. Malgré l'initiative du ministère de l'Emploi de mettre l'accent sur le financement du secteur privé, des bouleversements, semblables à ceux de l'octroi des contrats de recherche, se produisent.

Les programmes de formation en collège communautaire disparaissent au profit de la formation sur le tas par le truchement d'entreprises dotées d'installations ou de capacités pédagogiques limitées. Ou encore ces programmes sont confiés à des "écoles privées" constituées à la hâte pour obtenir des contrats d'enseignement et ayant souvent à mendier, à emprunter ou à "voler" du personnel ou des programmes aux collèges. Les francophones sont privés d'une formation dans leur langue lorsqu'ils sont soudainement parachutés dans une école de l'entreprise privée" ou dans un centre de formation d'une société anglophone unilingue en Ontario ou au Québec. Notions de vie pratique, initiation ou formation à long terme sont sacrifiées dans la course aux emplois temporaires. Les collèges ne peuvent pas non plus aujourd'hui penser à demain. Des directeurs de collèges communautaires ont dit que le programme de la Stratégie d'emploi était un "désastre".

La possibilité d'acquérir une formation générale en même temps qu'une formation technique dans un nombre grandissant de domaines spécialisés augmente. Juste au moment où le rôle des collèges communautaires est à la veille de s'exercer, la stratégie fédérale change et le sort des collèges est aussi grave que celui des universités. Le dialogue fort nécessaire entre eux n'a manifestement pas lieu!

Voici une conclusion évidente qui se dégage de tous nos déplacements: il faut, comme l'a dit Al Johnson, que "le Parlement réaffirme son intérêt pour l'enseignement supérieur en tant que moteur de croissance économique, sociale et culturelle nationale".

Saint Mary's University
Halifax, Nova Scotia

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The deadline for applications is January 31, 1987.

Written applications with résumé and the names of three referees should be sent to:

Dr. Michael MacMillan
Acting Academic Vice-President
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3

Sherbrooke: liberté universitaire et coupures de postes pour cause de raisons budgétaires

par Michel Campbell

Michel Campbell est professeur agrégé à l'université de Montréal et président du comité de la liberté universitaire de la FAPUQ. Voici la transcription d'une conférence présentée par M. Campbell au "Comité des 27" de l'Université de Sherbrooke.

Je vous remercie de l'occasion que vous nous donnez de vous parler de la liberté universitaire, un droit important pour chacun d'entre nous et aussi pour la vie de nos institutions, voire pour le bien de la société elle-même. Si le droit à la liberté universitaire a été reconnu dès la fondation des premières universités, et s'il est reconnu dans la loi, voire dans la constitution de certains pays modernes, s'il s'est articulé particulièrement en Amérique du nord depuis les années trente, il n'a malheureusement pas toujours fait l'objet d'une attention suffisante de la part du monde universitaire québécois.

Avant d'attaquer mon propos, je voudrais en situer la perspective. C'est un fait connu qu'à l'heure actuelle, suite à une plainte de la part d'une vingtaine de professeurs qui sont menacés de mise à pied, l'Université de Sherbrooke fait l'objet d'une enquête de la part du comité de la liberté universitaire de la Fédération des Associations de Professeurs d'Université du Québec. Mon propos n'est pas de rendre compte, ici, des conclusions de cette enquête. Les règlements de la FAPUQ exigent en effet qu'une fois l'enquête terminée le comité envoie confidentiellement un projet de rapport aux parties en cause (en l'occurrence les professeurs et l'Université de Sherbrooke) avec la demande de commentaires avant la production du rapport final qui peut ou non être rendu public.

Quand on m'a invité à vous adresser la parole, j'ai bien précisé qu'il s'agissait uniquement pour moi de faire un rappel personnel de la tradition générale de la liberté universitaire en Amérique du nord et ce, particulièrement en ce qui concerne les fermetures de postes pour cause de raisons budgétaires quitte à marquer certain lien avec la situation de Sherbrooke mais sans préjuger du rapport du comité d'enquête.

Je procéderai donc en deux temps. J'essaierai d'abord de faire le lien entre la problématique de la liberté universitaire et le problème des fermetures de postes. En deuxième lieu, je présenterai le modèle que propose l'Association canadienne des professeurs d'université (ACPU) pour résoudre ce genre de problème.

A première vue on ne voit pas le lien entre liberté universitaire et fermeture de postes. Spontanément, si quelqu'un parle de liberté universitaire on pense au problème de la censure du discours d'un collègue. Dans cette perspective, la liberté universitaire est d'abord un droit individuel du professeur, droit qui d'ailleurs semble fort peu menacé étant donné que, dans nos sociétés relativement libérales, il y a peu d'universités qui ont l'audace de brûler les publications de collègues ou de les punir explicitement pour leurs écrits.

Ce qui ne veut pas dire qu'il n'y a pas de censure du discours des professeurs. Ce qui veut tout simplement dire que parfois celle-ci se déplace. On n'a pas l'audace de condamner ouvertement un collègue pour ses idées, on patiente, on l'attend au coin, au moment d'un renouvellement d'engagement ou d'une promotion, pour régler ses comptes. C'est pourquoi la problématique des comités de liberté universitaire se polarise souvent à l'heure actuelle autour des problèmes de procédures d'évaluation des professeurs et des programmes et l'on exige que ces dernières se fassent à partir de principes et de modalités claires, décidées par l'ensemble de la communauté, connues à l'avance et qu'ils respectent les principes de justice fondamentale.

Cependant pour comprendre pleinement le sens de la liberté universitaire, il faut discarter cette image de censure de collègues, pour restituer ce droit dans son origine qui est celle de la réalité même de l'université. Celle-ci est "le lieu privilégié que se donne une société pour l'élaboration, la transmission et la remise en question des connaissances". Il s'agit là d'un travail particulier, "d'une oeuvre d'intelligence qui a ses règles propres et doit être libre de tout autre contrainte". C'est pourquoi la plupart des pays reconnaissent à l'Université un droit à l'autonomie afin de la préserver contre les tentatives d'ingérence indue d'autres corps sociaux "comme les corporations, les églises, la police, (les partis politiques) ou le gouvernement".

Michel Campbell is associate professor at the University of Montreal and president of the Comité de la liberté universitaire de la FAPUQ. *His article deals with the critical links between academic freedom and the termination of academic positions for budgetary reasons. It is based on a lecture he gave to the* Comité des 27 *at the University of Sherbrooke where faculty members in Theology, Philosophy, English and Music have been under the threat of lay-offs.*

Photo: Jacques Beauchesne

L'Université de Sherbrooke

Dans cette perspective, la liberté universitaire n'est pas d'abord un droit individuel des professeurs, c'est un droit de l'Université elle-même, plus encore c'est un droit de toute la société, le droit qu'elle se donne d'avoir un lieu où la raison s'exercera selon ses propres règles, sans ingérence d'intérêts politiques, sans soumission aux modes ou aux idéologies. En donnant mandat à l'université d'assurer l'élaboration critique du savoir, la société se donne comme garantie, par la reconnaissance de cette liberté, que la communauté universitaire aura la possibilité de lui rendre ce service de façon adéquate.

Le droit individuel du professeur d'accomplir "ses tâches d'enseignement, de chercheur et de participant à l'élaboration des politiques universitaires, sans être assujetti à des menaces, censures ou représailles institutionnelles" découle de "l'accomplissement du mandat social de l'université". Droit corrélatif au devoir de travailler à l'avancement du savoir et du bien-être de la société, il assure à cette dernière l'avantage de jugements honnêtes et d'opinions indépendantes qui risqueraient d'être gardées sous silence sans l'immunité qu'il comporte. La permanence universitaire ou "tenure" est l'expression complète de cette immunité et la garantie même de la liberté universitaire.

De là découle la structure particulière des relations de travail dans nos universités. Il s'agit d'institutions dont la cheville ouvrière principale, le corps professoral, obtient la permanence après une longue période de formation et une série d'évaluations qui n'ont guère de pareil dans d'autres milieux de travail. De là découle aussi le caractère, habituellement bicéphale, de l'autorité universitaire où la liberté de gérance des administrateurs se trouve limitée en fait sinon en droit par l'existence d'un corps parlementaire, — comité pédagogique, assemblée universitaire ou sénat — qui a juridiction sur la dimension proprement académique de la vie universitaire.

Ce corps, où peuvent siéger un certain nombre d'administrateurs voire d'étudiants, est habituellement composé d'une large représentation des diverses catégories de professeurs. Soit dit en passant, les doyens de faculté y participent habituellement mais comme leur fonction est largement administrative et politique, ils ne peuvent à eux seuls assurer la représentation du corps professoral. Vous me permettrez de vous dire qu'il y a des professeurs à l'intérieur comme à l'extérieur de cette université qui s'interrogent sur la part qui est faite dans sa chartre et ses règlements à la participation des professeurs dans ses grandes instances pédagogiques et quant au pouvoir légal de ces dernières.

Il est certain qu'on ne peut gérer une université par les seules lois de la rationalité pure et que son administration concrète comme n'importe quelle institution, suppose la prise en considération d'impératifs pratiques, économiques et stratégiques. Il n'en reste pas moins que dans sa réalité spécifique — en ce qui concerne par exemple, sa composition générale, la définition de ses programmes, ses exigences de diplomation, ses normes pédagogiques, etc. — l'université doit être régie par l'ensemble de la communauté savante et non seulement par des administrateurs.

L'université n'est pas n'importe quelle institution commerciale qui est soumise à la volonté et aux critères de rentabilité de son conseil d'administration. C'est un lieu communautaire. Il n'y a pas à proprement parler de patrons qui dirigent leurs employés. L'officier supérieur d'une faculté est un primus inter pares, un doyen, issu du corps professoral sur consultation de ce dernier et qui redeviendra professeur à la fin de son mandat. Les règles de production universitaires sont déterminées dans des assemblées collégiales de professeurs et de chercheurs à l'intérieur de l'université ou encore par les sociétés savantes. La liberté universitaire est constituée par l'ensemble des principes qui assurent l'exercice de cette collégialité et elle empêche que des factions particulières ou des intérêts d'un autre ordre déterminent la vie académique de l'université.

Dans cette perspective, la définition générale d'une université, l'addition ou la soustraction de facultés, de départements et de programmes, ne peuvent dépendre de la seule autorité du conseil d'administration d'une université. Ce genre de décision ne peut se prendre spontanément. Elles doivent faire l'objet de larges débats dans la communauté universitaire. Tout comme, d'ailleurs, l'établissements des critères et procédures d'évaluation des facultés et des programmes. Ce qui pose pour le moins question dans le cas qui nous concerne.

Voir SHERBROOKE/22

Dean of Commerce
Saint Mary's University

Applications are invited for the position of Dean of the Faculty of Commerce which becomes vacant June 30, 1987.

With the largest undergraduate commerce enrolment in the Atlantic Provinces and a strong MBA program, the Faculty is committed to excellence in research and teaching. The appointee will be expected to provide dynamic leadership in both these areas. Additionally, the candidate must be able to maintain and develop active ties to the business community.

The Faculty offers relevant and challenging Bachelor of Commerce, Honours, and Master of Business Administration programs designed to prepare students for the ever changing business environment. The Faculty includes five departments: Accounting, Economics, Finance and Management Science, Management, and Marketing.

Candidates should have an appropriate background in a combination of administration, research, teaching and business, and be well qualified for senior academic rank.

Written application, with a résumé including the names of three referees, must be received by December 31, 1986. The candidates should arrange, at the time of application, for the three letters of reference to be sent directly.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications and letters of reference should be sent to:

Dr. Michael MacMillan
Acting Academic Vice-President
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3

UNIVERSITY OF OTTAWA
DEPARTMENT OF ENGLISH

Applications are invited for a tenure-track Assistant Professorship in Renaissance Literature (special interest in Shakespeare would be advantageous), effective, July 1, 1987. Candidates must have a Ph.D. The University is particularly interested in attracting qualified women candidates. Deadline February 28, 1987.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Send curriculum vitae, representative publications, and have three letters of reference forwarded to:

Frank M. Tierney
Chairman
Department of English
University of Ottawa
Ottawa, Canada
K1N 6N5

The journey of a textbook from conception to the classroom

by Gerald A. FitzGerald

This is the first in a series of articles by Gerald FitzGerald, general manager of Allyn and Bacon Publishers. Mr. FitzGerald has prepared the series on behalf of the Canadian Book Publishers Council which includes among its members all major educational publishers in Canada. The series will explore such topics as copyright, used books and pricing.

The short-sighted practices of some members of the academic community — both students and instructors — are jeopardizing access to quality learning materials.

As a publisher and a representative of the publishing community, I want to explore this thesis in a series of articles.

The textbook is an integral part of post-secondary education, and publishers and academics are partners in the pedagogical process. From this perspective, I will be exploring the role of the text in current North American teaching practices and setting the stage for articles to follow. Subsequent articles will deal with some of the more contentious issues of copyright, text pricing, and the used-book phenomenon.

The tradition of textbook use as an adjunct and support to the lecture format is a long and well-established one in North America. It is, however, a phenomenon of certain courses only. It is indispensable in most science courses, in economics, in accounting, and in most other courses where facts must be absorbed in quantity before the subject can be investigated in any depth. Texts have never established a major presence in English, philosophy, fine arts, and other areas where the discussion of ideas is pre-eminent.

Texts are developed and written by scholars. They represent an attempt on the part of educators to synthesize the fundamentals of a discipline in a readily accessible way, to reflect the latest research findings, and to indicate the changes in direction which may be occurring in a field. Blessedly, no longer do the ideas of one person unfold in idiosyncratic exposition. Pedagogical techniques that employ the best results of educational psychology are used by publishers to make texts effective. Review processes that should shame any academic journal test the validity, not only of content, but of level, style, and bias. This often results in a charge commonly levelled by many academics that "so many of the books look the same." It is interesting to note that, when questioned further, those same educators consider the texts to be effective, to be well-written and designed, and to cover the material clearly. The complaints do not centre on the materials' efficacy, but rather on their "sameness"! This is high praise indeed and reflects the extent to which sophisticated techniques of text review, development, and design are now accepted practice by any publisher worthy of note.

While they are not expected to replace the professor, it is expected that texts will provide support in a setting where the professor is not immediately available, amplify tricky concepts, provide a review, give the opportunity to practice using the concepts presented, and reinforce the learning process. This is very much the case in our present circumstances of larger class sizes and increased teaching loads. In the overcrowded lecture theatre, the students who miss key points of a lecture on economics elasticity or derivatives in calculus are lost if they cannot turn to a text for clarification. In addition, as a result of an expressed demand from educators, texts have been increasingly looked to as a medium for presenting and demonstrating, in a graphic or pictorial form, processes and their results which are impractical to demonstrate in a lecture setting.

Thus, we now see introductory chemistry texts with every experiment documented in colour at each of its critical stages. This allows for optimum viewing of results, which can be studied at leisure in a setting outside the laboratory and without exposure to materials which are often highly dangerous for normal usage. Techniques such as these, in combination with the extensive arsenal of support materials provided by publishers to enhance their texts, are highly effective means of promoting the learning process. They are sufficiently important and their implications for the economics of the publishing process are such that they will be covered in more detail in a subsequent article.

It is important to stress that the expected outcome in the development of any new text is its ability to enhance the learning process and aid in concept formation. And the processes that lead to this outcome are handled in a fairly formal way which ably demonstrates the symbiotic nature of the publisher/educator relationship.

The very good texts are the result of successful co-operation of author and publisher to reach agreed goals. The first step in this process is for the publisher to have the author's manuscript reviewed by fellow academics in other institutions across the country. A major Canadian text, for example, may use 10 to 15 reviewers; some American texts now use 30 or more. The reviews are then considered by the authors and editor and the manuscript rewritten to reflect their combined judgements of how to get the best results. The publisher will usually spend considerable time, energy, and money in editing the book to try to make sure that the author's message is clearly communicated to students. The difference in clarity between an unedited and edited manuscript is frequently startling. In many instances, the manuscript is reviewed yet again after revisions before being typeset and printed.

By the time it is a book, the text reflects, to the greatest extent possible, a scholar's perspective on aspects of his discipline tempered by the perspectives of his fellow academics. It is an expensive and time-consuming process — one that often involves many years' work on the part of the author(s) and 3 or 4 years' labour and costs on the part of the publisher. The end result, however, is a text that tries to live up to the goal of enhancing the learning process.

At this point, it is reasonable to expect that success is assured and that the text will find a happy home in thousands of classrooms, common rooms, and dorms across the country. The journey has only started, however, and some of the pitfalls along the way will be dealt with starting with the next article.

Voici le premier article d'une série rédigée par Gerald FitzGerald, directeur général de Allyn and Bacon Publishers. Il a rédigé cette série pour le compte du Canadian Book Publishers Council dont font partie tous les principaux éditeurs du domaine de l'éducation au Canada. En guise d'introduction, M. FitzGerald déplore que les pratiques de certains membres du milieu universitaire, tant les étudiants que les professeurs, manquent de vision et qu'elles menacent l'accès au matériel didactique de qualité. La série d'articles portera donc, entre autres, sur les droits d'auteur, le prix des ouvrages et le phénomène du livre d'occasion.

Vancouver General Hospital and University of British Columbia

HEAD OF THE DEPARTMENT OF MEDICINE

Effective July 1, 1987

Vancouver General Hospital is the major tertiary referral hospital for the province of British Columbia and the largest teaching hospital of the University of British Columbia. It has 1,020 rated acute beds providing all inpatient services except Obstetrics and Paediatrics. In addition, there are 260 extended care and long term care beds.

The Department of Medicine is comprised of 236 rated beds. It has 13 divisions of which 7 are headed by the academic head of the corresponding university division. There are 96 Active Staff members of the Department, of whom approximately 30 hold university geographic full time appointments.

The Hospital is in the midst of a major rebuilding program part of which is the development of a new Research Institute. Phase one of the Institute opened earlier this year. Research funding in the Department of Medicine at Vancouver General Hospital is approximately $2.5 million.

Applicants for this position must have the professional qualifications and proven academic record which will qualify them for a senior appointment in the Faculty of Medicine. They must be able to provide leadership in patient care and teaching as well as be able to maintain and further develop the significant research program which is already in place.

Preference will be given to Canadian citizens and permanent residents.

Letters of application accompanied by resumes and the names of three referees, should be sent as soon as possible to:

Robert N. Meek, M.D., F.R.C.S. (C)
Chief of Staff &
Chairman of the Search Committee for the
Head of the Department of Medicine
Vancouver General Hospital
855 West 12th Avenue
Vancouver, B.C. V5Z 1M9

Universities spared tariffs

by Victor Sim
CAUT Associate
Executive Secretary

CAUT has learned that the reimposition of tariffs payable on imported English-language books will have little effect on the universities.

Concern was raised by the announcement in June that Revenue Canada would impose duty on books imported from the United States in response to the imposition by the United States of tariffs on imported Canadian forest products. In fact, regulations covering the import of books, in place since 1984 but not enforced, will remain essentially unchanged. These regulations contain broad latitude for the import of books for scholarly and educational purposes.

Revenue Canada is, moreover, preparing amendments to the regulations designed to streamline book import procedures and to reduce the paper burden on university libraries and book stores importing books for scholarly and educational purposes. It is likely, for example, that all books costing less than US$40 will soon be admissible duty-free.

Books purchased by bona fide libraries can be imported duty-free. Books which are included in the curriculum of any university, college or school in Canada for use as text books or works of reference can also be imported duty-free.

A spokesperson for Revenue Canada agrees that single copies of books ordered by individual faculty members for use in courses, or in the preparation of courses, would fall within this category. It is probable, also, that books purchased for general scholarly or research purposes will not attract duty since it can be claimed, honestly, that such books are works of reference.

Similarly, single copies of books for review purposes and single, unsolicited copies of books sent without charge to faculty members do not attract tariff.

Additional assurance is provided to some academic fields by the regulation which permits the importation duty-free for all purposes (that is, not specifically for use in universities and colleges) of books and pamphlets in medicine, surgery, the fine arts, law, science, technical training and the study of languages, and books on all subjects which have been in print for twelve years. "Science" is defined in the regulations to include only "those branches of study that relate to the phenomena of the material universe and its laws". However, the definition does not include such applied sciences as engineering and horticulture.

Curiously, dictionaries may be imported duty-free by bona fide libraries but are not exempt if they are merely to be used in the curriculum of a course or program.

Faculty members ordering books privately from the United States may find that they receive shipments, via Canada Post, which may have been cleared through Canada Customs. Such shipments may contain a Request for Payment form if Customs Canada has determined that duty and tax are payable. Faculty members are advised to pay the duty as requested and to include with their remittance a brief letter appealing the imposition and requesting a refund.

Faculty members who experience difficulty in obtaining books without the payment of duty are urged to consult their university or library purchasing officers.

Universities no innocent victims of McCarthyism

Ellen W. Schrecker, *No Ivory Tower: McCarthyism and the Universities*, Oxford, New York, 1986.

Stanley I. Kutler, *The American Inquisition: Justice and injustice in the Cold War*, McGraw Hill, 1982.

by Donald Savage
CAUT Executive Secretary

No Ivory tower is a melancholy but instructive tale. Prof. Schrecker, who lectures in history at Princeton, has undertaken a study of the reaction of the academic community in the United States to the McCarthyite attacks on the universities in the fifties. In essence she chronicles the almost complete collapse of the universities faced by the investigating committees of the Congress and of various states such as Washington, California, Ohio and Michigan. Not only did the universities fail to resist the political investigators; they, in fact, actively co-operated with them. In his review of this book, Prof. C. Vann Woodward, called the purges the most serious attack on American universities by their own government in the history of the republic.

It is important to recall, first of all, that although many professors were investigated, fired or forced to resign, not one American professor was charged in court with or convicted of espionage. Nor does the record show that those faculty who were attacked had proselytized in the classroom. In fact, most were scrupulous not to do so, partly because they shared the academic norms of the university and partly, no doubt, from fear. There were, of course, Russian spies elsewhere although both authors dismiss the Communist Party of the United States as having ever been a serious threat to the American government.

Prof. Schrecker has an interesting chapter on the CPUSA in the thirtics and early forties in which she concludes that most professors who joined the party did so because they thought it the most effective way to fight fascism, particularly in Spain, and to promote social change in Depression America. She notes that most drifted away in the early forties, not because of the Hitler/Stalin Pact which caused few resignations, but because of the demands of the war and of careers, out of boredom with the party discipline, and from a general feeling that the party no longer held the moral high ground in the struggle for reform. But most had kept their membership in the party secret because the party insisted on it and because to do otherwise would have cost professors in many institutions their jobs. This latter point was true long before anyone had heard of Senator McCarthy. But this secrecy would be the opening for the political investigators in the fifties.

There had been red scares in the United States before the fifties. Prof. Schrecker indicates that the structure and form of Congressional committee investigations was, in fact, set before and during the Second World War. Prof. Kutler's book shows that after the war, Senator McCarran, the conservative Democrat from Nevada, was a much more serious force in the purges than Senator McCarthy. Thus, the anti-communist crusade was not an aberration promoted by the senator from Wisconsin but was rather an ongoing part of American politics.

The virulence of the purges in the early fifties is ascribed by Prof. Schrecker to the interaction of the insecurity of Americans caused by the events of the Cold War (the communist coup in Czechoslovakia, the Berlin air lift, the communist victory in China, the Russian advances in nuclear technology, and the Korean War) combined with the partisan desire of the Republicans and conservative Democrats to exploit these events for electoral advantage. Furthermore, the purges were a device to discredit certain political movements, notably the civil rights movement and those few professors who were involved with it at this time.

The purge of the universities took place in two steps. First, the Congressional or state committees, prompted by the FBI and various informers (some of whom later admitted to perjury), publicly identified former members of the party and of other organizations on the left. The sweeping nature of these investigations, particularly the use of hearsay, was made possible because the Supreme Court of the United States at the time was unwilling to impose any significant rules of judicial restraint on such committees. It was also legitimized by the federal loyalty/security program of President Truman which not only demanded the ouster of communists but also those with "sympathetic associations" with such people. This structure was copied by employers across the country. This part of the process, namely public vilification by the committees, is well known.

The second step is much less well publicized. Once identified, sanctions were applied, not usually by the Congressional committees but by the universities themselves, who fired many of those involved or forced them to resign. Without this sanction, the investigations would have had much less impact. This is the focus of Prof. Schrecker's book.

The chapter in Prof. Kutler's book on Owen Lattimore indicates that there were some faculty charged directly by the committees either for contempt or for perjury. Prof. Lattimore, whose career at Princeton was destroyed despite the willingness of the administration to support him, was twice charged with perjury and twice acquitted by the courts. Less fortunate was Chandler Davis of the mathematics department of the University of Michigan. He was sentenced to six months for contempt of Congress for refusing to answer the questions of HUAC. But these cases were exceptional. Most professors and students were dealt with on their own campuses.

Prof. Schrecker makes it clear that the main players on the campus were not reactionary boards of governors but rather the presidents and professors themselves. Trustees did, of course, play a role in transmitting the wrath of local communities to the university campus. But presidents and professors, not normally trustees, excommunicated their colleagues. She shows that across the country individual universities, even the most famous, were completely unable to withstand the local and national political pressure. There were a few brave presidents such as Harold Taylor at Sarah Lawrence, but not many. There were even fewer local faculty association chapters or senates willing to protest or to fight.

Almost all the academic establishment publicly or privately deplored Senator McCarthy; they then set up their own political investigating committees on campus to ferret out those with left-wing views and to recommend the firing of many such professors. It was a purge conducted by the liberal academic establishment, not by the lunatic right, although, of course, the right applauded.

Prof. Schrecker does not believe that this occurred mainly because of fear or hypocrisy but because the majority on campus shared the uncritical anti-communism and patriotic fervor of the time. In this, she indicates that the universities were no different from other institutions which were attacked. She clearly thinks that the universities should have set a higher moral standard. Yet, she notes the problems of moralizing after the fact and questions whether she herself would have been able to face the pressures to conform. Her chapter on the fate of those who were fired or forced to resign shows the terrible cost to many individuals and their families.

There was also an infrastructure involved in the repression. Anonymous denunciation was tolerated. University committees were just as prone as congressional ones to demand that excommunists inform on their friends as proof of their conversion. The secret letter of recommendation, at this time universal in academe, became a political device to ensure the continued exclusion of academics once they had been remove from one institution. It became part of the structure of the black list.

More faculty might have stood firm if they had had some support from their national organization, the American Association of University Professors. But the AAUP simply collapsed administratively in this period. This was not because of direct attacks from the Congress, since there were none. The AAUP issued a series of generally admirable policy statements but did not lift a finger to assist directly those in trouble. Why not? Partly because the AAUP did not have the administrative muscle to do otherwise, and the leadership knew this. Partly also because the AAUP really was constituted at the time on the basis that moral outrage by itself was the only proper vehicle for protest by university professors.

Between 1949 and 1956, the AAUP was a paper tiger. Yet is is clear from Prof. Schrecker's account that many university presidents initially were wary of the AAUP and that a determined stand by the national body might well have saved some jobs. It is more doubtful that the AAUP could have done much about the Congressional onslaught itself. However, it is not surprising that in subsequent decades more and more faculty chose to be represented by other organizations committed to more effective national organizing arrangements.

Prof. Schrecker raises some other important points. How was scholarship itself affected by the Congressional purges? She is not certain. Was the effect to kill protest in the universities? She seems to think so, but Prof. Woodward

See PURGE/19

American Association of University Professors

CENSURED ADMINISTRATIONS

South Dakota State Colleges and Universities under South Dakota State Board of Regents (September 1961, pp. 247-255).....1962
Censure was voted specifically on the Board of Regents of Education of the State of South Dakota, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the Regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September 1968, pp. 306-313).
Grove City College (Pennsylvania) (March 1963, pp. 15-24).....1963
College of the Ozarks (Arkansas) (December 1963, pp. 352-359).....1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.
Nebraska State Colleges (December 1964, pp. 347-354).....1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.
Amarillo College (Texas) (September 1967, pp. 292-302).....1968
Southern University (Louisiana) (March 1968, pp. 14-24).....1968
Frank Phillips College (Texas) (December 1968, pp. 433-438).....1969
Central State University (Oklahoma) (March 1969, pp. 66-77).....1969
Southern Arkansas University (March 1971, pp. 40-49).....1971
Tennessee Wesleyan College (March 1971, pp. 53-57).....1971
Onondaga Community College (New York) (June 1971, pp. 167-174).....1972
Colorado School of Mines (March 1973, pp. 73-79).....1973
McKendree College (Illinois) (March 1973, pp. 86-92).....1973
Rider College (New Jersey) (March 1973, pp. 93-100).....1973
Camden County College (New Jersey) (September 1973, pp. 356-362).....1974
Virginia Community College System (April 1975, pp. 30-38).....1975
Concordia Seminary (Missouri) (April 1975, pp. 49-59).....1975
Houston Baptist University (April 1975, pp. 60-64).....1975
Murray State University (Kentucky) (December 1975, pp. 322-328).....1976
Blinn College (Texas) (April 1976, pp. 78-82).....1976
Marquette University (Wisconsin) (April 1976, pp. 83-94).....1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, pp. 82-87).....1977
Wilkes College (Pennsylvania) (April 1977, pp. 88-93).....1977
State University of New York (August 1977, pp. 237-260).....1978
University of Detroit (March 1978, pp. 36-54).....1978
Phillips County Community College (Arkansas) (May 1978, pp. 93-98).....1978
University of Maryland (May 1979, pp. 213-227).....1979
University of Texas of the Permian Basin (May 1979, pp. 240-250).....1979
Wingate College (North Carolina) (May 1979, pp. 251-256).....1979
Olivet College (Michigan) (April 1980, pp. 140-150).....1980
Nichols College (Massachusetts) (May 1980, pp. 207-212).....1980
Bridgewater State College (Massachusetts) (April 1981, pp. 86-95).....1981
Yeshiva University (New York) (August 1981, pp. 186-195).....1982
Eastern Oregan State College (May-June 1982, pp. 1a-8a).....1982
University of Idaho (November-December 1982, pp. 1a-17a).....1983
Sonoma State University (California) (May-June 1983, pp. 3-12).....1983
Goucher College (May-June 1983, pp. 13-23).....1983
Auburn University (May-June 1983, pp. 24-32).....1983
Morehead State University (Kentucky) (May-June 1983, pp. 33-41).....1983
American International College (Massachusetts) (May-June, 1983, pp. 42-46..1983
Illinois College of Optometry (November-December 1982, pp. 17a-23a).....1984
Metropolitan Community Colleges (Missouri) (March-April 1984, pp. 23a-32a)1984
University of Northern Colorado (May-June 1984, pp. 1a-8a).....1984
Westminster College of Salt Lake City (November-December 1984, pp. 1a-10a)1985
Southwestern Adventist College (Texas) (January-February 1985, pp. 1a-9a)..1985
Temple University (May-June 1985, pp. 16-27).....1985
Oklahoma College of Osteopathic Medicine and Surgery (May-June 1985, pp. 37-41) 1985
Clark College (Georgia) (July-August 1985, pp. 1a-7a).....1986
Talladega College (Alabama) (May-June 1986, pp. 6a-14a).....1986

Briefly...briefly...

Heating up

HAMILTON — McMaster University is spending $600,000 to convert waste energy from its nuclear reactor into central heating. The energy conservation project — slated for completion by the fall of 1987 — will conserve about 560,000 cubic metres of natural gas, and will save the university $85,000 annually. Currently the reactor wastes enough energy to heat about 200 southern Ontario homes, says Donald Smith, director of the McMaster Nuclear Reactor. The energy, which escapes through cooling towers and into the atmosphere, will be carried through a heat exchanger to four campus buildings. McMaster officials stress the system is perfectly safe. The reactor shuts down if it is overheated. Mr. Smith said the reactor, which operates five days a week for fifty weeks a year, provides an "ideal" source of energy.

University/industry council on advanced ceramics formed at McMaster

Research in advanced ceramics has provided improved products ranging from toner powder in photocopiers to medical ultrasound equipment to dripless water faucets. A glass ceramic material developed for bone implants is made up of the identical elements of human bone. Ceramics are used in sensors for robots, fibreoptics for communications and for computer parts. The most exciting area of current interest, though, is the development of ceramic car engine components. Advanced structural ceramics are super-strong, resistant to temperature and lightweight, making them perfect materials for engines. "In the near future we will have engines which require no cooling system, possibly no oil, will be corrosion-resistant and pollution-free and will be one-third the weight of a conventional engine," Nicholson said. "The development of one such diesel engine in the United States resulted in the removal of 365 parts from the standard engine."

The Western Canada Pictorial Index

HAMILTON — With its unique dual advantage of cheap power and plentiful raw materials, Canada has the opportunity to cash in on the world market explosion in high-performance advanced ceramics currently reigned over by the Japanese, according to Dr. Patrick Nicholson, ceramic engineering professor at McMaster University. Toward that end, Nicholson and four colleagues from the University of British Columbia, Queen's, Ecole Polytechnique and Technical University of Nova Scotia have formed the Canadian University-Industry Council on Advanced Ceramics. Based at McMaster, the council brings together users of ceramics, manufacturers, utilities and researchers to facilitate capturing a share of what is projected to be a $20 billion a year industry by the 1990s. Nicholson is the newly-elected president of the council.

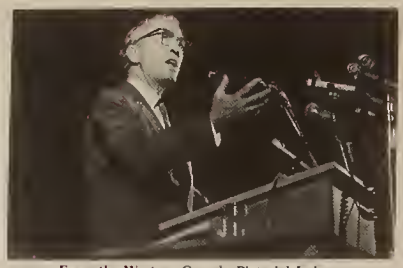
WINNIPEG — The Western Canada Pictorial Index is a unique venture in the preservation and recording of the visual history of the Canadian west. The Index, housed at the University of Winnipeg, currently comprises over 50,000 photographic images and is growing at the rate of several thousand per year. The Index was founded in 1971 out of recognition of the need for a better means of identity, preserve, and collate the photographic heritage of Canada. Photographs contained in the Index depict a wide range of subject matter — everything from agricultural to natural disasters to significant personalities. However, those interested in the development of the cities and towns of Western Canada will find it an especially rich source of material. Photographs in the Index provide an unusually detailed record of the expansion, decline, and change of these urban centres.

The resources of the Index are open to anyone interested in widening their knowledge and understanding of western Canada. Most of the photographs are in the public domain and reproductions may be obtained at minimal cost. The Western Canada Pictorial Index welcomes research enquiries. Microfiche copies of the Index's catalogue are available at a cost of $25.00 per set. For further information contact: Lionel E. Ditz, Director of Media, The Western Canada Pictorial Index, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

New Manitoba U planned

WINNIPEG — Manitoba may become home for a new university, to be located far north of the southern three. Chiefs of the 25 Indian bands in the Manitoba Keewatinowi Okimakinak (MKO) reaffirmed last month a commitment to build a university in northern Manitoba. A committee of four has been struck to assess prospects for such an institution.

"MKO has wanted a university for a long time," said MKO chair Rodney Spence, chief of Nelson House. He said the university might be built in Thompson, 800 kilometres north of Winnipeg, where the universities of Winnipeg and Manitoba are situated. The third university in the province is in Brandon, southwest of Winnipeg. Chief Pascal Bihetty of the Nathias Colomb band in Pukatawagan said negotiations for the northern university began last July. He said a proposed feasibility study would determine how the university would best benefit the northern community. "We're talking about



From the Western Canada Pictorial Index

(either) a native-controlled university or a university open to everyone in the north," he said. "We will be working on the most popular proposal."

Science textbook written by teachers for teachers

FREDERICTON — Teachers rarely — if ever — have any say in the design and content of the textbooks they are required to use in their courses. Not so with *SciencePlus 1*, a science textbook for Grade 7 students. This colorful, imaginative and challenging text, which encourages exploration rather than memorization, was initiated, planned, written and field tested by science teachers and university professors in the Atlantic provinces. Ten years in the making, this just-released textbook was developed under the watchful eyes of the Atlantic Science Curriculum Project (ASCP) board of directors and of the University of New Brunswick (UNB), which holds the copyright. The 400-page text, dotted with colorful photographs and fun illustrations demonstrating scientific concepts, was published by Harcourt Brace Jovanovich. Most of the first print run of 15,000 books has been sold to the Nova Scotia Department of Education for use in its Grade 7 classes. New Brunswick is field testing the book in four of its schools and two other provinces are considering adopting it. *SciencePlus 2* for Grade 8 students, will be out in May 1987; *SciencePlus 3* for Grade 9 in 1988.

Ont. students urged to lobby for funds

TORONTO — First-year students across Ontario are being urged to protest against inadequate financial support for universities. The Council of Ontario Universities has issued a "consumer warning" to students, informing them about the low level of university financing and urging them to alert the public. An open letter from COU chairman Dr. Alan Earp was distributed during registration and orientation events, said Dr. Will Sayers, spokesman for the COU, which represents Ontario's 15 universities. "It calls attention to the effect of inadequate base funding for universities on the quality of the instruction they will be providing new students," he said. He added that students are being asked to discuss their concerns about the quality of education with university officials, parents, friends and politicians.

Dr. Earp, who is president of Brock University, said in his letter that the financial problems besetting universities will affect students. Enrolment has shot up by 25 per cent to a total of 274,627 full-time and part-time students in 1984-85 compared with 220,149 in 1974-75. "But government grants have not kept pace with this increased demand or even with inflation," Dr. Earp said. "Funds originally intended for universities have been diverted to other areas. As a result, Ontario has fallen to nearly last place among the provinces in funding per student."

New exchange program with China

TORONTO — Faculty, researchers, and students at Ontario universities and community colleges can experience China through a new exchange program with Ontario's twin province in China, Jiangsu Province. The exchange program, supported by the Province of Ontario and administered by the University of Toronto-York University Joint Centre on Modern East Asia, will provide funding for Ontario academics to study, research, or lecture in the People's Republic of China. Participants will be affiliated with universities and colleges throughout Jiangsu Province. The exchange is unique because it is one of the first in Canada to offer faculty at community colleges a chance to lecture, conduct research, or study in the People's Republic of China. Dr. Bernie M. Frolic, director of the exchange program, feels that this will be a very important feature of the exchange program. "Both the Chinese-side and the Canadian-side of the exchange are looking forward to community colleges participation. Their involvement will increase the practical value of the program."

Under the auspices of the Ontario-Jiangsu Educational Exchange, faculty can go to Jiangsu for varying amounts of time. Faculty are encouraged to decide for themselves how much time is needed to complete their projects. "If you have an interesting research project, study idea, or lecture series, you should contact us," says Dr. Frolic. "We can provide financial support and practical advice." Deadlines for application to participate in the Ontario-Jiangsu Educational Exchange are October 15 for those interested in a short-term stay and November 15 for those interested in a long-term stay (1 year or more). For more information, contact the Ontario-Jiangsu Educational Exchange Program office at (416) 978-7474.

Chauffage central

HAMILTON — L'Université McMaster consacre 600 000 $ à la conversion au chauffage central des énergies usées de son réacteur nucléaire. Le projet de conservation de l'énergie, qui devrait être terminé d'ici l'automne 1987, préservera environ 560 000 mètres cubes de gaz naturel. L'université économisera ainsi 85 000 $ par année. A l'heure actuelle, le réacteur rejette assez d'énergie pour chauffer environ 200 maisons du sud de l'Ontario d'après Donald Smith, directeur du réacteur nucléaire de McMaster. L'énergie qui s'échappe des tours de refroidissement et qui se répand dans l'atmosphère sera amenée par un échangeur de chaleur à quatre édifices de l'université. L'administration de McMaster insiste sur la sécurité du système. En effet, le réacteur s'éteint s'il est surchauffé. Selon M. Smith, le réacteur, qui fonctionne cinq jours par semaine pendant cinquante semaines, procure une source "idéale" d'énergie.

La néo-céramique

HAMILTON — Selon le professeur Patrick Nicholson, ingénieur céramiste à l'Université McMaster, le Canada, grâce à son énergie bon marché et à l'abondance de ses matières premières, a la chance de s'imposer sur le marché international de la néo-céramique à rendement supérieur, marché en pleine expansion que dominent les Japonais. Pour atteindre ce but, Nicholson et quatre collègues de l'Université de la Colombie-Britannique, de l'Université Queen's, de l'Ecole Polytechnique et de l'Institut technique de Nouvelle-Ecosse ont créé la "Canadian University-Industry Council on Advanced Ceramics." Etabli à l'Université McMaster, le conseil réunit des utilisateurs de céramique, des fabriquants, des services et des chercheurs pour tenter d'obtenir une part d'une industrie qui devrait rapporter 20 milliards de dollars d'ici les années 1990. M. Nicholson vient d'être élu président du conseil.

La recherche en néo-céramique a permis d'améliorer des produits qui vont du toner en poudre pour machines à photocopier à l'équipement médical utilisant des ultra-sons, en passant par les robinets étanches. Des produits vitraux céramiques mis au point pour les implants d'os sont composés des mêmes éléments que l'os humain. La céramique est utilisée dans les capteurs de robots, dans la fibre optique pour les communications et les pièces d'ordinateur. Toutefois, ce qui attire le plus l'attention est la fabrication des pièces de moteur automobile en céramique. Ces pièces en néo-céramique sont hyper-solides, résistantes et légères. Elles sont donc parfaites pour les pièces de moteur. "Dans un proche avenir, nous aurons des moteurs qui n'auront pas besoin de système de refroidissement ni d'huile, peut-être, qui seront anti-corrosifs et anti-polluants et qui ne pèseront que le tiers d'un moteur traditionnel", a déclaré M. Nicholson. Il a ajouté que la mise au point de ce moteur diésel, aux Etats-Unis, a permis d'alléger le moteur régulier de 365 pièces.

DÉCISION 6

tant qu'employeurs. De l'avis de l'ACPU, la Charte s'applique aux universités. Toutefois, le juge Gray a fait entendre un autre son de cloche. En effet, d'après lui, la Charte ne s'applique pas aux politiques de retraite obligatoire et aux modalités contractuelles des universités. Il soutient que la "fonction gouvernementale", le "contrôle gouvernemental" ou "l'action de l'état" liant les universités, qui sont esentiellement privées, au gouvernement provincial ne suffit pas pour invoquer la Charte. Par conséquent, les relations d'emploi au sein des universités sont considérées comme un contrat privé entre l'employeur et l'employé.

Les avocats de l'ACPU croient, cependant, que les universités ne sont pas "essentiellement privées". Ils s'appuient sur le fait, notamment, que les décisions d'universités touchant des employés ont été étudiées par les tribunaux et que les gouvernements contribuent sensiblement au financement des universités.

L'applicatilité du Code des droits de la personne de l'Ontario

Une autre question à poser à la Cour d'appel est la validité de certaines dispositions du Code des droits de la personne de l'Ontario en rapport avec la retraite obligatoire. Même si la Charte ne s'applique pas aux universités, soutient-on, elle s'applique indirectement parce qu'elle se rapporte au Code qui comprend, entre autres, les relations employeurs-employés dans la province. Aux termes du paragraphe 4(1) du Code:

> La personne a droit à un traitement égal en matière d'emploi, sans discrimination fondée sur la race, l'ascendance, le lieu d'origine, la couleur, l'origine ethnique, la citoyenneté, la croyance, le sexe, l'âge, l'existence d'un casier judiciaire, l'état matrimonial, l'état familial ou une infirmité.

Par ailleurs le paragraphe 9(a) du Code définit l'âge ainsi:

> Dix-huit ans ou plus. Toutefois, pour l'application du paragraphe 4(1), "âge" signifie dix-huit ans ou plus et moins de soixante cinq ans.

Il semble que, pour les personnes âgées de 65 ans et plus, le paragraphe ci-dessus annule la protection du paragraphe 4(1) contre la discrimination en fonction de l'âge en matière d'emploi. Les avocats de l'ACPU ont donc soutenu que la disposition du Code de l'Ontario violait la Charte et qu'il fallait lire le Code en en faisant abstraction pour que la

Voir DÉCISION/21

CAUT Board — Nov. '86

by Helen Baxter
Bulletin editor

The CAUT Board of Directors met in Ottawa November 14-16. The following were among the items on the Board's agenda:

☐It was reported that the **Atlantic Veterinary College** (UPEI), in the face of protests from CAUT and other organizations, has reversed its stated policy of requiring substantially higher fees from Canadian students from outside the Atlantic region. All Canadian students will now be required to pay the same fee. However, only nine of the 50 places at the College will be available for students from outside the region, including foreign students, who will continue to pay higher fees.

☐The **CAUT document "What is Fair?"** was presented for the consideration of the Board. The document, which is in a question and answer format, is intended to provide guidance to faculty members serving on peer assessment committees. It will be published in the January edition of the *Bulletin*.

☐It was reported that a paper concerning **university-business linkages** was being prepared by CAUT Executive Secretary Donald Savage. The paper suggests criteria which should govern the relationship between the universities and business and private corporations that subsidize research costs or contribute to CAUT revenues.

☐CAUT policy statements on **Academic Exchanges** and on the **Role of the Security Forces on University Campuses** were presented to the Board for discussion. They were returned to the AF and T Committee for further study and will go back to the Board and Council for approval in 1987.

☐The following policy on the **Use of Surplus Pension Funds**, proposed by the Collective Bargaining and Economic Benefits Committee, was approved by the Board:

> The Collective Bargaining and Economic Benefits Committee reaffirms that pension funds are deferred compensation and belong to those for whom they are contributed. Therefore, decision about the determination of pension surpluses and control of pension funds should be made by the employees.

☐A joint statement by members of the National Network of Professional Employees on **Collective Bargaining Rights** was presented to the Board. The Board endorsed the statement and authorized the President to sign in on behalf of CAUT.

☐The Board approved a proposal to recommend to the federal government the creation of the position of **Secretary of State for Research and Assistance to Post Secondary Education.**

☐The Board received a brief interim report from the **CAUT External Review Committee**. The full report is scheduled for completion in February.

☐The Board approved a recommendation from the AF and T Committee that the matter of **mandatory retirement** in the universities be referred to the Ontario Court of Appeal. A full account appears on page one of this edition.

NSCAD 1

UNEMPLOYMENT RATE AND EMPLOYMENT/POPULATION RATIO BY EDUCATION FOR CANADA

Education	Unemployment Rate		Employment/ Population Ratio	
	Total	Male	Female	Total
0-8 years	13.6	45.9	21.6	33.7
High School	12.2	69.1	49.2	58.7
Some PSE	8.6	69.2	59.0	64.1
PSE Diploma	7.2	81.3	65.9	72.8
University Degree	4.3	87.3	74.7	81.9
TOTAL	10.2	68.1	49.3	58.5

Source: StatsCan, The Labour Force, April 1986 (71-001)

Late news

Liberal Party convention

The National Liberal Party Task Force on Post Secondary Education headed by M.P. Roland de Corneille, to which CAUT and a number of faculty associations testified, recommended to the Liberal Convention, held in Ottawa at the end of November, that it recognize the grave crisis in higher education. It called for support for policies to re-assess the structure of federal provincial financing through a new vehicle of co-operation and through incentives to the provinces to increase their funding. It also recommended new funding for research, in particular to cover overhead costs and to ensure that all sectors of research are treated equally in regard to tax incentives. It suggested changes in the student loan payment rules and better access to student loans, as well as policies to reverse the decline in numbers of foreign students in Canadian universities. Full details of the Task Force's report and the Liberal Convention's response in the January edition.

Congrès du Parti libéral

Le Groupe de travail national sur l'enseignement postsecondaire du Parti libéral, présidé par le rév. Roland de Corneille et auquel l'ACPU et un certain nombre d'associations de professeurs ont présenté des mémoires, a recommandé au congrès du parti de reconnaître la situation critique de l'enseignement postsecondaire. Il préconise une ré-évaluation des structures du financement fédéral-provincial au moyen d'une collaboration renouvelée et de stimulants offerts aux gouvernements provinciaux pour accroître leur financement. Il a en outre recommandé que de nouveaux crédits soient octroyés à la recherche en particulier pour que les frais généraux soient pris en charge et pour s'assurer que tous les secteurs de recherche reçoivent une part équitable de stimulants fiscaux. Il a proposé de modifier les règlements de remboursement des prêts d'études et d'améliorer les conditions d'admissibilité. Il a proposé en outre de mettre en place des lignes de conduite visant à enrayer la baisse des inscriptions des étudiants étrangers dans les universités canadiennes. Le rapport et la réponse des délégués au congrès seront étudiés plus avant dans le numéro de janvier.

Matching grants

Details of the federal government's new Matching Grants Policy to encourage more university-industry collaboration in research were released recently after extensive consultation with CAUT and others in the university community as well as the private sector.

Under the plan, the base budgets of the three granting councils (MRC, SSHRC and NSERC) will be frozen at their 1985-86 levels until 1990-91. In 1986-87 only, they will receive a total of $25.3 million more than they did in 1985-86. From 1987-88 to 1990-91, the government will give up to another 6 per cent of the councils' budgets if the private sector contributes to university research.

Money or "contributions-in-kind" from the private sector will be eligible for a government matching grant, but such private sector donations must be related to the type of research sponsored by the council and will be subjected to a valuation. Among those eligible to contribute are private companies, foundations, certain crown corporations and individuals.

Contributors can either work through the granting agencies or participate directly with a university. However, the councils are not required to spend the matching funds on the projects which generated the government contribution.

Projects which are supported by both a council and a private contributor will be examined by the normal peer review process, but where the council elects not to fund the research from its own budget, it merely certifies the validity of the contributions and claims the matching funds from the government.

Because medical research already attracts considerable private sector money, the federal government will only match contributions if they exceed $65 million a year.

The universities and the councils are responsible for soliciting private sector contributions, and while MRC and NSERC are fairly optimistic about attracting donations, SSHRC has real fears that it will even be able to achieve its first year's objective of $4 million.

The programme will be reviewed in 1989-90, but science minister Frank Oberle has already stated that he is prepared to consider increasing the federal contribution as early as February 1987.

PURGE 17

Persons on individual course appointments (who are not in the bargaining unit) will have access to grievance and arbitration on articles on Academic Freedom, Non Discrimination, Patent and Copyright, and on the article on Individual Course Appointments. The agreement provides limits on how much a person can teach on an individual course basis and sets the stipend for these courses. It also establishes two categories of individual course appointees: Instructor and Adjunct Professor. An instructor who has taught six courses over a period of three consecutive years will become an Adjunct Professor. Adjunct Professors will receive priority for courses they have already taught over Instructors and other Adjunct Professors who have not taught the courses in question. The Union successfully sought and achieved protection for these two groups, but agreed to leave them out of the bargaining unit.

Howard Snow of the CAUT staff was involved in the negotiations from the beginning of the strike to ratification of the agreement.

PURGE points out that the anti-communist fifties were followed by the radical sixties. Indeed, it is possible that many in the sixties took the route of unconstitutional protest precisely because of the failure of the liberal establishment in the fifties to defend their colleagues through constitutional and democratic means. Finally it is odd but perhaps revealing that universities such as Harvard, NYU, and Princeton refused to allow Prof. Schrecker to see their own archives for this period.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

CONSENT, COERCION, AND LIMIT: THE MEDIEVAL ORIGINS OF PARLIAMENTARY DEMOCRACY, by Arthur P. Monahan, McGill-Queen's University Press, 1986. The concepts of popular consent and limit as applied to the exercise of political authority are fundamental features of parliamentary democracy. Both these concepts played a role in medieval political theorizing, although the meaning and significance of political consent in this thought have been less well understood. In a careful survey of the major political texts from Augustine to Ockham, Arthur Monahan analyses the contribution of medieval thought to the development of these two concepts and the correlative concept of coercion. Arthur P. Monahan is a member of the Department of Philosophy at Saint Mary's University.

THE LONG ROAD TO REFORM: RESTRUCTURING PUBLIC EDUCATION IN QUEBEC, by Henry Milner, McGill-Queen's University Press, 1986. *The Long Road to Reform* analyses attempts to change the sectarian nature of schooling in Quebec, focusing on the fate of the radical proposals advanced by the Parti Québécois in their White Paper of June 1982. In reviewing this effort at reform, Henry Milner describes the political and historical context in which the Quebec educational system developed and shows how existing forces prevented its modification. Milner shows that, when challenged, vested interests were still capable of erecting formidable obstacles to change and that churches were not the only institutions committed to maintaining the status quo. His study not only shows why this attempt to restructure the public education in Quebec failed, but also provides a fascinating picture of Quebec's turbulent and often contradictory political evolution during this period. Henry Milner is a member of the Department of Political Science at Vanier College, Montreal, and a past member of the Executive Council of the Parti Québécois.

PRESIDENT 3

the result of any new agreement between the two levels of government.

Working groups should be established to deal in detail with specific problems such as student fees and aid, international students, barriers to accessibility, the impact of technological change on universities, centres of excellence, and positive action programs.

In short, we should not expect a National forum to solve all the problems in two days. But what we should expect — and insist on — is that it put in place the mechanisms for doing so. We must also insist that one of those mechanisms is a commitment from both levels of government to begin negotiations toward a binding contract among them for sharing the financing of higher education. Money is not a panacea. But until stable funding adequate to fulfill their role is guaranteed, universities will not be able to turn their creative energies to the innovations that will guarantee their performance and that of Canada into the next century.

If a National Forum can unleash the creativity of our universities and their faculty, and give them the funding to do so, it will have been a critical event in our history.

PRÉSIDENT 3

le fait que les deux paliers de gouvernement s'engagent à entamer des négociations en vue de conclure un accord exécutoire pour partager le financement de l'enseignement postsecondaire. L'argent n'est pas un remède à tous les maux. Cependant, tant que les universités ne seront pas assurées d'un financement suffisant et stable pour jouer leur rôle, elles ne pourront consacrer leurs énergies créatrices à l'innovation, gage de leur compétivité et de celle du Canada pour le 21e siècle.

Si un colloque national ne peut déclencher la créativité de nos universités et de leurs professeurs ni ne peut leur fournir le financement nécessaire, il aura laissé une marque cruciale dans notre histoire.

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Wilfrid Laurier University
Dean, Faculty of Graduate Studies

Applications and nominations are invited for the position of Dean, Faculty of Graduate Studies at Wilfrid Laurier University. The appointment will be effective July 1, 1987, for a term of five years. (The incumbent is not a candidate for this position.)

The Dean of the Faculty of Graduate Studies is also responsible for the Office of Research and the Office of Instructional Development.

The University is located in the hub of Southwestern Ontario (Waterloo) and is organized into four faculties (Arts & Science, Business & Economics, Music, and Social Work) with a total of 260 full-time faculty members, 6,500 undergraduate students, and 630 graduate students. Wilfrid Laurier University offers Master of Arts (MA) degrees in Geography, History, Political Science, Psychology, and Religion and Culture, a Master of Business Administration (MBA) degree, and a Master of of Social Work (MSW) degree. In addition, Master's degrees in Divinity, Theology, and Theological Studies are also offered by Waterloo Lutheran Seminary, which is a federated college of Wilfrid Laurier University.

Requests for further information, nominations, or applications including an up-to-date curriculum vitae and the names of three referees should be sent by January 15, 1986, to:

Dr. R.W Muncaster
Vice-President: Academic and
Chairman, Search Committee
Wilfrid Laurier University
75 University Avenue West
Waterloo, Ontario, Canada N2L 3C5

Wilfrid Laurier University offers equal opportunities for employment to qualified male and female candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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- papers must be accompanied by recommendation from the professor of the course.
- closing date of competition — April 15th, 1987.
- submission may be either in French or in English.
- book reviews are not acceptable.
- review articles are acceptable but preference is given to standard scholarly articles.

Prizes
1. Cash award for the winning essay $300.
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Presentation will be made at the CPPME May 1987 conference.
For further information please contact:
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DIRECTOR
University Extension & Community Relations

The University of Victoria, Division of University Extension and Community Relations, invites applications for the position of **Director.**

Duties include responsibility for the development and administration of a wide range of credit and non-credit courses, both on-campus and through Distance Education. The Division is also responsible for community and public relations.

Candidates should have a PhD in adult education or a related field and considerable experience in a University setting.

The appointment is to be effective no later than July 1, 1987.

Please send letter of application, accompanied by a curriculum vitae and the names of three referees, to: Prof. F.M. Fraser, Vice-President, Academic, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, **no later than December 31, 1986.**

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National Conference

DIET & CANCER

Canadian Cancer Society | Société canadienne du cancer

May 8 - 9 1987

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The **Canadian Cancer Society** will host a conference on diet and cancer.

Internationally known speakers will explore:
- the most recent scientific developments;
- the implication for public health policy;
- important strategy for health promotion and education.

For more information, please return the attached form to the **Canadian Cancer Society, Suite 985, 550 Sherbrooke St. W. Montréal, Qc H3A 3C5**

I would like more information on the Canadian Cancer Society's National Conference on Diet & Cancer.

Name _____

Address _____

City _____ Province _____ Zip Code _____

Profession _____

Organization _____

DÉCISION 18

protection du paragraphe 4(1) soit étendue aux professeurs qui doivent prendre leur retraite contre leur gré. Si cet argument était accepté, tous les employés de la province jouiraient de la même protection.

Le juge Gray a convenu que le paragraphe 9(a) du Code est incompatible avec le paragraphe 15(1) de la Charte mais a accepté l'argument des administrations universitaires selon lequel cette incompatibilité se justifiait en vertu de l'article 1 de la Charte. Ledit article stipule que:

> La Charte canadienne des droits et libertés garantit les droits et libertés qui y sont énoncés. Ils ne peuvent être restreints que par une règle de droit, dans des limites qui soient raisonnables et dont la justification puisse se démontrer dans le cadre d'une société libre et démocratique.

La position du juge Gray est que l'âge limite dans le cas de la protection en matière d'emploi en vertu du Code constitue une limite raisonnable aux termes de l'article 1. Il conclut que l'historique législatif du paragraph 9(a) tend à prouver que l'âge limite y a été ajouté délibérément pour accroître les perspectives d'emploi des jeunes et pour maintenir la stabilité des régimes de pension. Il estime, par conséquent, que l'objectif de l'article est valide et que, bien qu'il réduise la portée du droit garanti par la Charte contre la discrimination fondée sur l'âge, il ne va plus loin que nécessaire pour atteindre son objectif. Il affirme que les "préoccupations" qui ont entraîné l'adoption du paragraphe 9(a) sont "urgentes et réelles dans un société libre et démocratique" et que "l'abolition de la retraite obligatoire risque d'empirer le malaise démographique des universités".

Cependant, les universités n'ont pas établi, dans leur plaidoirie, que l'abolition de la retraite obligatoire influencerait sérieusement la stabilité des régimes de pension ou qu'elle améliorerait considérablement les perspectives d'emploi des jeunes au sein du système universitaire. Il semble que le juge Gray n'ait pas attaché d'importance au fait que la retraite obligatoire soit déjà illégale dans certaines provinces sans que les régimes de pension en aient souffert. Il semble en outre avoir négligé l'évidence que les répercussions négatives sur l'emploi pour les jeunes à la suite de l'abolition de la retraite obligatoire ne seraient que de courte durée. L'ACPU est d'avis que les décisions sur la portée de la Charte des droits et libertés devraient être prises en fonction des conséquences permanentes et à long terme sur la société canadienne. La discrimination envers un groupe au profit d'un autre ne semble pas justifié.

Au surplus, l'action intentée par l'ACPU, bien qu'elle ne touche que des professeurs, a des répercussions sur tous les travailleurs de l'Ontario. Si la décision du juge Gray est maintenue, tous les employés de l'Ontario de plus de 65 ans se verront donc refuser une protection contre la discrimination dans tous les aspects de l'emploi et non seulement contre la retraite obligatoire. Une décision dont les conséquences sont aussi larges doit être justifiée par des avantages qui profiteront à toute la société. Selon les avocats de l'ACPU, ces questions n'ont pas été examinées à fond dans le jugement du juge Gray.

La retraite obligatoire au Canada

Quelle est la situation de la retraite obligatoire ailleurs au Canada? La législation du Manitoba stipule clairement que la retraite obligatoire n'est pas légale. La situation en Alberta, au Nouveau-Brunswick et au Québec est moins claire bien que les lois semblent également rendre la retraite obligatoire illégale dans ces provinces. Les commissions des droits de la personne en Alberta et au Québec et des arbitres en Nouvelle-Ecosse étudient actuellement la possibilité de contester les dispositions sur la retraite obligatoire. Un certain nombre de provinces se penchent actuellement sur la question de la retraite obligatoire.

La situation en Colombie-Britannique ressemble quelque peu à celle de l'Ontario. Notamment, dans une affaire mettant en cause un professeur et un administrateur de l'Université de la Colombie-Britannique, le juge Taylor de la Cour suprême de cette province a jugé que la Charte ne s'appliquait pas à l'université parce qu'elle ne fournissait pas de services gouvernementaux ni n'accomplissait de fonction gouvernementale.

Le juge Taylor a en outre conclu que, même si la Charte s'appliquait à l'université, elle protège contre la discrimination seulement lorsque cette dernière contrevient à "la loi". Puisque le régime de pension de l'université n'est créé par une loi et puisque l'on n'a pas refusé aux demandeurs la protection ou l'avantage d'une loi, il estime donc que la Charte n'a pas été violée. La relations de l'université avec ses employés est régie par des contrats privés.

Enfin, le juge a conclu que la disposition de la loi sur les droits de la personne de la Colombie-Britannique qui limite la protection contre la discrimination dans l'emploi en fonction de l'âge aux personnes âgées entre 45 et 65 ans ne contrevient pas à la Charte. Il affirme:

> J'estime que la décision de la législature de prévoir une protection contre la discrimination fondée sur l'âge dans l'emploi seulement à l'intention de ceux qui ont moins de 65 ans, "âge de la retraite", ne constitue pas une discrimination fondée sur l'âge contre les personnes âgées de 65 ans et plus. Cela n'est que l'exercice par la législature de la discrétion que lui accorde la constitution, et en vertu de laquelle elle est libre de décider du moment et de la façon de légiférer dans ce domaine.

L'ACPU n'a pas été directement mêlée à l'affaire de l'Université de la Colombie-Britannique.

En attendant l'issue de la cause en Ontario, l'ACPU encourage les associations locales d'essayer de négocier avec les administrations universitaires pour mettre un terme à la retraite obligatoire. Si l'abolition de la retraite obligatoire se révèle impossible, l'obtention d'un moratoire à l'intention des personnes qui désirent continuer à travailler est possible, au moins, jusqu'à ce que l'affaire soit réglée par les tribunaux.

L'espoir en main

De quoi nourrir sa famille et vendre au marché grâce aux jardins communautaires et aux coopératives agricoles de l'USC Canada.

Envoyez votre don à: USC Canada, 56 Sparks, Ottawa, K1P 5B1
Veuillez trouver ci-inclus ma contribution de $ (Nous acceptons les chèques post-datés)
Nom _____
Adresse _____ Code postal _____
Paiement ci-inclus pour ____ mois à 10.00 $ par mois
Fondé en 1945 par Lotta Hitschmanova, C.C.

Law Librarian

Applications are invited for the position of Law Librarian. This is a tenure track faculty appointment, **availeble July 1, 1987.** Salary and rank will be commensurate with qualifications and experience. Required qualifications include an LLB, a graduate degree in Librarianship, and substantial service as a professional librarian with senior administrative experience

The successful candidate will be responsible for Law Library administration and policy development, including collection maintenance and accessions, budget, personnel and co-operative ventures with other law libraries. The Law Librarian also participates in meetings and committee work affecting the University library system, under the direction of the University Librarian. As a member of the Faculty of Law, the Law Librarian reports to the Dean, serves on appropriate Faculty committees, and engages in research and some limited teaching duties in legal research methods and related fields.

The Law Library started in 1974, is in the modern Begbie Building, opened in 1980, and contains over 126,000 volumes plus microforms. The staff is comprised of 3 professional staff, 12 technical staff and a secretary. The Faculty of Law has 300 LLB students, 23 full time faculty, and a number of part time lecturers.

The University of Victoria has 500 faculty members, over 9,000 undergraduate students and 1,000 graduate students. In addition to Law, the University has Faculties of Arts and Science, Education, Engineering, Fine Arts, Human and Social Oevelopment and Graduate Studies.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent **before January 31, 1987,** with full resume and the names of three references, to the **Dean, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C. V8W 3H7, (604) 721-8147.**

UNIVERSITY OF VICTORIA

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

World Literacy Of Canada
692 Coxwell Avenue
Toronto, Ontario M4C 3B6

CHAIRMAN
Department Of Mechanical Engineering

The University of Victoria invites applications and nominations for the position of Chairman, Department of Mechanical Engineering within the Faculty of Engineering, effective July 1, 1987, for an initial term of five years.

The Faculty of Engineering was established in 1983 and currently offers undergraduate programs leading to the degrees of B.Eng. in Computer Engineering and Electrical Engineering, and the graduate degrees of M.Eng., M.A.Sc., and Ph.O. in Electrical Engineering.

The next phase of development is the establishment of a Department of Mechanical Engineering with an undergraduate program leading to a B.Eng. and graduate programs leading to an M.Eng., M.A.Sc., and Ph.D. in Mechanical Engineering. The undergraduate program will serve approximately 200 FTE students and will have a Co-op format. The position of Chairman offers an exciting opportunity to build this new department.

The University of Victoria has approximately 500 faculty members, 9,100 undergraduate students, and 800 graduate students. In addition to the Faculty of Engineering, the University has Faculties of Arts and Science, Education, Fine Arts, Human and Social Oevelopment, Law, and Graduate Studies.

Candidates should have an excellent research record, as well as teaching and administrative experience in a University setting. Industrial experience would be an asset.

Applications and nominations will be accepted **until December 31, 1986,** and should be submitted to: **Dr. Eric G. Manning, Dean, Faculty of Engineering, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.** Applications should include a curriculum vitae and the names of four referees.

UNIVERSITY OF VICTORIA

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

ST. FRANCIS XAVIER UNIVERSITY

DEAN OF ARTS

St. Francis Xavier University invites applications and nominations for the position of Dean of Arts, effective July 1, 1987. This appointment is for a six-year term and renewable. The current Dean has indicated that he is not a candidate for re-appointment.

St. Francis Xavier University is predominantly an undergraduate institution with a full-time student body of 2600. Approximately 1600 students are enrolled in the 15 departments of the Faculty of Arts. A complement of 100 faculty teach in the Humanities, Social Sciences and Education.

The Dean as a senior administrative officer of the University shares in the development of academic plans and policies and is responsible for their implementation in the Faculty of Arts. Counselling of students and promotion of teaching of high quality and scholarly research by the faculty are among the Dean's principal duties; consequently, qualities of leadership and an established background in research are required.

Applications and nominations, including a curriculum vitae and names of three referees, should be sent by January 15, 1987 to:

Dr. J.T. Sears
Academic Vice-President
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

SHERBROOKE 15

Dans cette même perspective, une université acculée à la position extrêmement grave de fermer des postes pour cause de crise financière, ne peut se permettre d'improviser une solution à ce genre de problème. Les enjeux sont trop graves. Il y va certes des problèmes humains d'individus qui ont consacré une longue partie de leur vie à se préparer et à oeuvrer à l'université quand il ne s'agissait pas chez nous de la fonder et ce avec la promesse d'une permanence, de gens qui malheureusement étant donné leurs spécialisations et leur âge n'auront sans doute pas toujours la facilité à se réinsérer dans le monde du travail.

Il y va, plus généralement, des règles de gestion de la permanence. Car, ne l'oublions pas, accepter la manière dont on congédiera aujourd'hui certains collègues sera peut-être le précédent qui présidera à notre propre congédiement lors de la prochaine crise financière de notre université. Il en va surtout de la vie universitaire elle-même, de son parlementarisme, du droit de la communauté professorale à participer pleinement à l'organisation académique de l'université. Plus encore, il en va de la conception même de l'université dans nos sociétés.

C'est pourquoi l'ensemble des associations et syndicats de professeurs d'université se donne pour mission de s'assurer de la valeur des processus de décision de ce genre et de dénoncer vigoureusement toute atteinte à la liberté universitaire qu'on pourrait y déclarer. C'est pourquoi, aussi, dans une perspective préventive, l'ACPU a élaboré une série d'énoncés de principes sur les réductions de postes de professeurs pour raisons d'ordre budgétaire dont je vous résume maintenant les grands principes.

Le premier est justement d'ordre préventif. Les universités devraient avoir la sagesse de prévoir ces situations limites à l'avance pour réagir de la façon la plus saine possible dans leur éventualité. A cet égard, l'ACPU recommande que "les universités élaborent des prévisions budgétaires plus ou moins détaillées et à plus ou moins long terme. Dans la même veine elle recommande que les professeurs soient largement représentés au comité des finances de l'université. Que l'on précise aussi d'avance les procédures à suivre en cas de fermeture de postes".

Deuxièmement, elle recommande que de telles procédures prévoient en premier lieu qu'il y en est une qui soit une procédure de déclaration officielle de crise financière. Le conseil d'administration devrait prévenir le syndicat comme le sénat, ou son homologue, de l'existence d'une crise financière et laisser un temps raisonnable à ces instances de vérifier la réalité de cette crise avant de procéder.

Ce n'est qu'après que les différentes parties se seront mises d'accord sur le fait qu'on a épuisé toutes les solutions que l'on pourra procéder en dernier recours à l'abolition de postes. C'est à la plus haute instance pédagogique, et non au conseil d'administration, qu'il revient d'établir les priorités de l'institution et les critères et procédures d'évaluation des programmes mis en cause. Ces procédures devraient toujours être claires, respecter les règles de justice fondamentale et il devrait être possible au professeur d'en appeler. L'ACPU va jusqu'à recommander que ce soit un comité conjoint de professeurs et de représentants de l'administration dont le président soit choisi à l'extérieur de l'université qui désigne les postes à fermer.

Enfin, elle fixe un certain nombre de normes quant aux modalités du licenciement. J'en retiens deux principales.

Que durant une telle crise financière l'université doit s'interdire d'entreprendre aucune dépense nouvelle, d'ouvrir de nouveaux postes de professeurs ou de cadres ou même de combler ceux qui seraient libérés à l'occasion de maladie, démission ou mise à la retraite. Elle devrait offrir ces derniers postes aux professeurs menacés de licenciement quitte à leur fournir les moyens nécessaires pour un recyclage.

Enfin l'université devrait marquer sa reconnaissance envers ses malheureux professeurs en leur assurant non seulement une prime de séparation mais encore, pour un certain temps, des droits prioritaires dans l'éventualité d'une réouverture de poste dans le même domaine, voire l'accès à certains services universitaires (bibliothèques, instruments informatiques e.g.).

C'est sur cet essai de justice mais en même temps sur cette image fort triste de professeur dont la carrière est brisée de plein fouet que je termine mon propos. Encore une fois, il se voulait cependant plus centré sur l'individu que sur la réalité même de l'université. Mais au fond ces réalités ne sont peut-être pas aussi distinctes qu'on peut le croire. Car ce sont les mêmes principes et procédures qui présideront au licenciement de collègues qui risquent de présider à l'élaboration de la recherche même du savoir dans nos universités.

Je vous remercie de votre attention et reste prêt, avec mon collègue le Prof. Robaire, de l'université McGill, à accueillir vos réactions et questions.

APPEAL 5

Code defines "age" as follows:

> "age" means any age that is eighteen years or more, except in subsection 4(1) where "age" means an age that is eighteen years or more and less than sixty-five years...

This appears to negate, for persons over age 65, the s.4.1 protection against discrimination on grounds of age in employment matters. It was, therefore, argued by CAUT lawyers that this provision of the Human Rights Code is in breach of the Charter and should be "read out" of the Code thus extending the protection of s.4.1 to faculty members retired against their will. If successful, this argument would extend similar protection to all employees in the province.

Mr. Justice Gray agreed, in his judgement, that s.9(a) of the Code is inconsistent with s.15(1) of the Charter but accepted the argument of the university administrations that the inconsistency is justified under s.1 of the Charter. This is the section which reads as follows:

> The Canadian Charter of Rights and Freedoms guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society.

Mr. Justice Gray has taken the view that the age ceiling on protection in employment matters under the Code is a reasonable limit under section 1. He concludes that the legislative history of section 9(a) provides evidence to suggest that it was included deliberately to increase the employment opportunities of young people and to maintain the integrity of pension systems. He considers that the section thus has a valid objective and, though it reduces the Charter-guaranteed right to freedom from discrimination on grounds of age, it does so as little as necessary to accomplish its purpose. He finds that the "motivating concerns" which led to the passage of s.9(a) were "pressing and substantial in a free and democratic society" and that "the elimination of mandatory retirement threatens to worsen the demographic malaise of the universities".

The universities did not, however, establish in their arguments to the court that the abolition of mandatory retirement would have a serious effect on the integrity of pension systems or would substantially improve the prospects for employment of younger people in the university system. Mr. Justice Gray appears not to have found significant the fact that mandatory retirement is already illegal in a number of Canadian provinces with no apparent disruption of the pension systems there. He also appears to have ignored persuasive evidence that negative effects on youth employment by the abolition of mandatory retirement will be short-term only. Decisions relating to the scope of the Charter of Rights and Freedoms, in the view of CAUT, should be made on the basis of long-term and continuing effects on Canadian society. Discrimination against one group for the benefit of another does not appear to be warranted.

Moreover, the legal action initiated by CAUT, though it involves faculty members, has implications for all working people in Ontario. If Mr. Justice Gray's judgement stands, it will mean that all employees in Ontario over the age of 65 will be denied protection against discrimination in all matters relating to employment. They will not just be denied protection against compulsory retirement. A decision with such broad implications should be justified by substantial society-wide benefits. These matters, in the judgement of CAUT counsel, were not adequately reviewed in Mr. Justice Gray's judgement.

Mandatory retirement elsewhere in Canada

What is the situation on mandatory retirement elsewhere in Canada? In Manitoba, provincial legislation has made it clear that mandatory retirement is not lawful. The situation in Alberta, New Brunswick and Quebec is less clear although provincial legislation appears to make mandatory retirement illegal also in those provinces. Challenges to mandatory retirement are currently being considered by human rights commissions in Alberta and Quebec and by arbitrators in Nova Scotia. A number of other provinces are examining the issue of mandatory retirement.

The situation in British Columbia is somewhat similar to that in Ontario. In a case involving a faculty member and an administrator at the University of British Columbia, Mr. Justice Taylor of the Supreme Court of British Columbia has ruled that the Charter does not apply to UBC because the University does not "provide a government service" nor "perform a function of government".

In addition, Mr. Justice Taylor found that, even if the Charter did apply to the University, it protects against discrimination only under "the law". Since the UBC retirement system is not mandated by a law and since the plaintiffs were not denied a protection or benefit of a law, there is, in his view, no breach of the Charter. The University's relationship with its employees is governed by private contracts.

Finally, Mr. Justice Taylor ruled that the provision of the B.C. Human Rights Act which limits protection against discrimination in employment on grounds of age only to persons between the ages of 45 and 65 does not violate the Charter. He said:

> I find that the decision of the legislature only to grant protection against age-based discrimination in employment to those below the "retirement age" of 65 does not constitute age-based discrimination against those aged 65 or over, but is an exercise of the discretion assigned to the legislature by the constitution to decide for itself whether, when and how it will legislate in this field.

CAUT has not been directly involved in the UBC case.

Pending the outcome of the Ontario case, CAUT is continuing to encourage local associations to attempt to negotiate an end to mandatory retirement with university administrations. If it is not possible to secure the abolition of mandatory retirement, it may be possible, at least, to secure a moratorium on retirements, for those who wish to continue working until the matter is resolved by the courts.

CIBC

PLANT MOLECULAR GENETICIST

Subject to final budgetary approval, the Department of Botany at the University of British Columbia is currently seeking applicants for a tenure-track position in the area of plant molecular genetics. The candidate is expected to establish an active research programme in this area and to participate in the teaching of an undergraduate general genetics course and an upper level course in plant genetics. The position will be filled at the level of Assistant Professor.

Candidates for this position should have demonstrated expertise in recombinant DNA technology in plants and have postdoctoral experience. They should have a genuine interest in the broader aspects of plant biology and be able to instigate and encourage collaboration with a diverse group of colleagues within the Department of Botany.

Applicants should submit a Curriculum Vitae, including a summary of future research plans, and arrange for three letters of reference to be sent to:

Dr. A J.F. Griffiths, Search Committee Chairman
Department of Botany
The University of British Columbia
#3529 - 6270 University Boulevard
Vancouver, B.C., V6T 2B1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

Applications must be received by January 15th, 1987.

CONCORDIA UNIVERSITY

Applications are invited for a two-year limited term appointment at the rank of Assistant Professor commencing August 1, 1987. The appointment is potentially renewable. The candidate sought is a Hellenist with a strong commitment to teaching courses in the **Classical Studies Programme.** Applicants must have a doctoral degree in Classics and previous teaching experience. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Applications should be submitted to: **Professor E. Preston, Chair, Department of Classics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6.** Deadline for applications: January 31, 1987.

CONCORDIA UNIVERSITY

Applications are invited for a ten month sabbatical replacement position for 1987-88 at the Assistant Professor rank, to teach undergraduate courses in **Ancient History and Greek/Latin.** A doctoral degree in Classics is required, teaching experience preferred. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Applications should be submitted to: **Professor E. Preston, Chair, Department of Classics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6.** Deadline for applications: January 31, 1987.

CONCORDIA UNIVERSITY

Concordia University's **Faculty of Commerce and Administration** is seeking candidates with teaching and research interests in **Policy.** Ph.D. in hand or near completion is required. Salary and rank are open. This tenure-track position, if approved, will begin in Fall 1987 (or, possibly, January 1987). Send C.V., three letters of reference, and recent samples of writing/research to: **Dr. Bakr Ibrahim, Department of Management, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M8 (514) 848-2907.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY

Organizational Behavior group seeks candidates with strong research potential for tenure-track position. The ideal candidate will have a Ph.D. in hand and the demonstrated potential to publish in major academic journals. While the desired research specialty area is somewhat open, successful candidates would be able to link up with current (generally micro OB oriented) faculty in collaborative efforts. Additional consideration may be given to those with a Human Resource Management background. Rank: New Assistant up to beginning Associate level. Salary: Competitive. Send curriculum vitae, samples of writing/research, and reference letters to: **Dr. J. Bruce Prince, Chairman, Recruiting Committee, Management Department, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, Canada, H3G 1M8. (514) 848-2908.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY

The **Chemistry Department** at Concordia University invites applications for a full-time, limited term appointment at the rank of Assistant Professor beginning June 1, 1987 to May 31, 1988 and renewable. The successful candidate will be required to teach courses in the area of **Organic Chemistry.** Research facilities are available: the department is involved in research in physical organic chemistry (nmr and kinetics) and would like to compliment this concentration by recruiting a synthetic organic chemist. We anticipate the opening up of a tenure track position within about 3 years. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. The current salary floor for Assistant Professor is $28,547 per year. Please send applications and a résumé including names and addresses of three references to: **Dr. P.H. Bird, Chairman, Department of Chemistry, CONCORDIA UNIVERSITY, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.**

CONCORDIA UNIVERSITY

The Department of **Chemistry** at Concordia University invites applications for a full-time, limited term appointment at the rank of Assistant Professor beginning June 1, 1987 to May 31, 1988 and renewable. We anticipate the opening up of a tenure track position in 2 to 3 years. The successful candidate will be required to teach courses in the area of **biochemistry.** Research facilities are available. The Department is involved in research in enzyme kinetics (especially metalloenzymes), microbiological biochemistry, plant biochemistry and ecotoxicology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The current salary floor for Assistant Professors is $28,547 per year. Please send applications and a résumé including names and addresses of three referees to **The Chairman, Department of Chemistry, CONCORDIA UNIVERSITY, 1455 de Maisonneuve Ouest, Montreal, Québec (Canada), H3G 1M8.** Applications received before December 31st will be given preference.

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Positions available

Postes vacants

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

ACCOUNTING

MOUNT SAINT VINCENT UNIVERSITY. Accounting. Mount Saint Vincent University, Department of Business Administration, invites applications for a full-time position beginning July 1, 1987, in the area of accounting. The ability to teach effectively and willingness to engage in productive individual and/or group research is expected. Qualifications: Ph.D. in accounting is preferred. Rank and Salary: In accordance with qualifications and experience. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions at the rank of Assistant Professor in Accounting starting either January 1 or July 1, 1987. Tenure track appointments require Ph.D. in hand or near completion. The University is interested in attracting qualified women candidates particularly those who are prepared to offer accounting courses in French. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake research activities. Undergraduate and/or graduate teaching. Salary is open to negotiation, commensurate with experience and qualifications. In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send resumes and three references to: Gilles Paquel, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street Ottawa (Ontario), KIN 6N5

UNIVERSITE D'OTTAWA. Faculté d'administration. La Faculté d'Administration est à la recherche de professeurs au rang d'adjoint pour donner des cours en Comptabilité à compter des 1er janvier ou 1er juillet 1987. Les candidat(es) désirant obtenir la permanence devront posseder un doctoral ou être prêt de le terminer. Le salaire établi en fonction des qualifications et états de service. L'Université souhaite recevoir des candidatures féminines dûment qualifiées et accorde la préférence aux personnes capables de travailler in français. En plus de l'enseignement gu'ils (elles) doivent procurer les candidat(es) seront également mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Les demandes émanant des candidat(es) en possession d'une autorisation légale d'occuper ou Canada un emploi seront envisagées en priorité. Les candidat(es) doivent fournir leur curriculum vitae et les noms de trois répondants à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275, rue Nicholas, Ottawa (Ontario), KIN 6N5.

AGRICULTURAL ECONOMICS

UNIVERSITY OF GUELPH, Department of Agricultural Economics and Business. Position Description: The Department has initiated a Masters of Agriculture degree specializing in agricultural business management. A major objective is to attract and train managers of commercial farms from across Canada, as well as personnel from firms and organizations who deal with them. The Department requires a faculty member who will provide leadership in applied farm management. Responsibilities include developing and teaching a brief year M.Ag. course emphasizing case studies in farm management, supervision of M.Ag. students during cooperative education work terms, and teaching an undergraduate course. The incumbent will also be expected to develop a research program and supervise Ph.D. and M.Sc. research. Qualifications: The preferred candidate will have a Ph.D. in agricultural economics or business and have management experience. Rank: Assistant Professor. Application Procedures: Applicants should provide a curriculum vitae a brief description of career interests, transcripts and the names of three referees to: Dr. Larry J. Martin, Chairman, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Position Open: Currently. Applications will be accepted until position is filled. Subject to final budgetary approval.

ANATOMY

UNIVERSITY OF SASKATCHEWAN, Department of Anatomy. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for a tenure-track position at the Assistant Professor level. Applicants should have experience in teaching gross anatomy to medical and dental students as well as neuroanatomy and embryology. Applicants should have proven research background and a strong research program. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application, including curriculum vitae, names of three referees and an outline of proposed research should be submitted to Dr. S. Fedoroff, Head, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0

UNIVERSITY OF SASKATCHEWAN. Head, Department of Anatomy. Applications are invited for the position of Head of the Department of Anatomy, College of Medicine, University of Saskatchewan. The appointment will be effective July 1, 1987, however, a later starting date can be negotiated. Candidates should have a broadly based background in Morphological Sciences to enable them to direct the activities of a Department that has responsibility for teaching Cell Biology, Developmental Biology, Gross Anatomy, Histology and Neurobiology. Courses are offered at the undergraduate level to medical, dental, paramedical, and Arts and Science students, graduate programs are offered in M.Sc. and Ph.D. candidates. Selection of the successful candidate will be made on the basis of demonstrated research activity, leadership and interest in teaching. Prior administrative experience is desirable. The Department has a faculty of 12 with research interests ranging from functional anatomy to cellular morphology and biochemistry. Facilities for the application of cell culture methods to biological problems are outstanding and an international summer course in cell culture methods is given annually. Applications should include a summary of academic experience and research expertise and a complete curriculum vitae. Arrangements should be made for three letters of recommendation to be sent directly to the Chairman of the search committee, Dr. I.M. McDonald, Dean of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. All material should be received by January 15, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ANTHROPOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Anthropology. Applications are invited for a tenure-track position at the Assistant Professor level beginning in the academic year 1987-88 in the Department of Anthropology and Sociology, University of British Columbia. Vacancy subject to funding. Salary commensurate with experience. Applicants should have completed the Ph.D. and demonstrated research and teaching competence in some of the following fields: Symbolic systems, religion and society, ritual, mythology, folklore, art and material culture. Ethnographic competence in cultures of South Asia, Southeast Asia, East Asia, Oceania or North America preferred. Applications with curriculum vitae, covering letter stating interests and names of potential referees, and samples of writing, should be sent by December 31, 1986, to Dr. M.G. Silverman, Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 2B2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application, including curriculum vitae, names of three referees and an outline of proposed research should be submitted to Dr. S. Fedoroff, Head, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0

UNIVERSITY OF SASKATCHEWAN. Head, Department of Anatomy. Applications are invited for the position of Head of the Department of Anatomy, College of Medicine, University of Saskatchewan. The appointment will be effective July 1, 1987, however, a later starting date can be negotiated. Candidates should have a broadly based background in Morphological Sciences to enable them to direct the activities of a Department that has responsibility for teaching Cell Biology, Developmental Biology, Gross Anatomy, Histology and Neurobiology. Courses are offered at the undergraduate level to medical, dental, paramedical, and Arts and Science students, graduate programs are offered in M.Sc. and Ph.D. candidates. Selection of the successful candidate will be made on the basis of demonstrated research activity, leadership and interest in teaching. Prior administrative experience is desirable. The Department has a faculty of 12 with research interests ranging from functional anatomy to cellular morphology and biochemistry. Facilities for the application of cell culture methods to biological problems are outstanding and an international summer course in cell culture methods is given annually. Applications should include a summary of academic experience and research expertise and a complete curriculum vitae. Arrangements should be made for three letters of recommendation to be sent directly to the Chairman of the search committee, Dr. I.M. McDonald, Dean of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. All material should be received by January 15, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART EDUCATION

CONCORDIA UNIVERSITY. Art Educator. The Department of Art Education and Art Therapy of Concordia University has a full-time Art Education position available at the level of Associate Professor. The appointee will teach courses at the undergraduate, diploma, M.A and Ph.D. levels and supervise M.A. and Ph.D theses in Art Education. Candidates should have a Doctorate in Art Education. An outstanding record of research and teaching at the university level are essential. A wide range of teaching experience in Art Education and the ability to speak and write French are desirable. Experience in administration or coordination of programmes will be considered an asset. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as referees. The closing date for applications is March 16, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadien citizens and permanent residents. Please address all applications to: Search Committee, Attention: David Parlser, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd, West, Montreal, Quebec H3G 2M5.

BIOCHEMISTRY

UNIVERSITY OF GUELPH. Protein Chemisiry/Molecular Ganetics. The Department of Molecular Biology and Genetics is establishing a facility for protein structure analysis. Is seeking applications for a tenure stream position. Opportunities include: New research and teaching facilities on a historic and picturesque campus. Established graduate and undergraduate programs in Molecular Biology and Genetics. Unlimited opportunities for collaborative research in biotechnology and agriculture through the Guelph-Waterloo Biotechnology Institute and the Ontario Colleges of Agriculture and Veterinary Medicine. Low living costs in a small and pleasant community located close to large urban centres. The candidate is expected to establish an active research program with some focus on eukaryotic genetics or related areas of cell and molecular biology, and to supervise a protein analysis service. Rank and salary will be commensurate with experience; position is subject to final budgetary approval, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send application and three references to: Ross N. Nazar, Chairman, Department of Molecular Biology and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

BIOLOGICAL SCIENCES

BROCK UNIVERSITY. Department of Biological Sciences. A tenure stream position for a GENETICIST is available from July 1, 1987. The appointee will be expected to teach molecular, transmission and population genetics at the undergraduate level, to develop a strong research program in the area of his/her expertise, to supervise graduate students and to interact with other faculty working in several different levels of biological organization. Salary and rank will be commensurate with qualifications. Applicants should submit a complete curriculum vitae by December 31, 1986, together with a statement of research and teaching experience, reprints of published research and the names of three referees to: Chairman, Genetics Search Committee, Department of Biological Sciences, Brock University, St Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF LETHBRIDGE. Faculty of Arts & Science, Department of Biological Sciences. Title: A tenure-track appointment at the level of Assistant or Associate Professor. Qualifications: PhD in Plant Physiology with additional expertise in Microbiology. Candidates should have or be eligible for an NSERC University Research Fellowship, have post-doctoral experience and show evidence of a vigorous research programme. This advisement is directed to Canadian citizens or permanent residents. Responsibilities: Will teach basic undergraduate courses in Microbiology and Plant Physiology. Will develop advanced courses in Plant Physiology. Salary (1986-1987 scheduled) minimum Assistant Professor - $29,550; Associate Professor - $37,639. Effective Date: 1 July 1988. Closing Date: 15 January 1987. Applicants should send a curriculum vitae and the names of three referees, at least two of whom are familiar with the applicant's involvement with teaching as well as research. The applicant should include a statement concerning research plans and teaching philosophy. Send to: Dr. L.L. Stebbins, Chairman, Department of Biological Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4.

BIOLOGY

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for two sabbatical replacement positions, at the rank of Lecturer, Assistant Professor or Associate Professor. Candidates will be expected to teach both introductory biology and upper level biology courses. Rank and salary dependent on qualifications. The positions will be filled effective July 1, 1987. 1987-88 salary ranges are: Lecturer $24,103 - $34,995, Assistant Professor $28,689 - $41,300, Associate Professor $35,568 - $57,924. Applications, including a complete curriculum vitae; a list of courses you could teach or contribute to; and three letters of reference, should be sent to: Dr. C.G. Paterson, Acting Head, Department of Biology, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is February 1, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for a two year term position at the rank of Assistant Professor or Associate Professor starting July 1, 1987, for an individual with teaching and research interests in the areas of aquatic entomology, ecology and evolutionary biology. Ph.D and teaching experience required. 1987-88 salary ranges are: Assistant Professor $28,689 - $41,300; Associate Professor $35,568 - $57,924. Applications, including a complete curriculum vitae and three letters of reference, should be sent to Dr. C.G. Paterson, Acting Head, Department of Biology, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is February 1, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO, Department of Biology. The Department of Biology at the University of Waterloo invites applications from Senior Scientists for an NSERC/Industrial Chair in Microbial Biochemistry/Physiology with Allelix as the industrial partner. The appointee will be expected to establish an active research programme and to interact with strong Molecular Biology and Fermentation Technology groups. The appointee will be a member of the Microbial Biotechnology Centre, part of a Biotechnology consortium involving the Universities of Guelph and Waterloo. Generous start-up and research funding are available. Send a complete curriculum vitae, a statement of research interests and the names of three referees to Dr. R.G.H. Downer, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

YORK UNIVERSITY. Department of Biology. The Department of Biology at York University invites applications for a Research Associate to work on the behaviour and ecology of bats subject to funding of the research project. The successful candidate will have a Ph.D. in the aerodynamics of animal flight and experience in keeping bats in captivity and training them for behavioural and aerodynamic studies. The position involves working with computer analysis in the laboratory and field work in Canada and elsewhere. Salary commensurate with experience. Please contact Dr. M.B. Fenton, Department of Biology, York University, North York, Ontario, Canada M3J 1P3 by 31st January 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY, Biology. The Department of Biology, Dalhousie University has a vacancy for a tenure-track position at the Assistant Professor rank. The appointment will be made in one of the following areas: molecular biology (with emphasis on immunology), DNA monoclonal antibodies or cellular immunology; fisheries (physiology, behaviour or population and community dynamics). The successful applicant will be expected to establish a strong research programme and participate in undergraduate and graduate teaching. The position is available from 1st August, 1987. Applications accompanied by a C.V., a statement of proposed research and three letters of reference should be forwarded to: Dr. W.C. Kimmins, Chair, Department of Biology, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1 by Jan 30th, 1987. Persons with one to three years post-doctoral experience or in the third to fifth year of an NSERC University Research Fellowship are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent resi-

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dents of Canada. Dalhousie University has a policy of affirmative action with respect to the employment of women.
ACADIA UNIVERSITY. Department of Biology. Microbiologist. Acadia University Biology Department has a tenure-track position for a microbiologist beginning July 1, 1987. The appointment will be at the rank of Assistant Professor. Applicants must have a strong interest in undergraduate teaching, and be prepared to offer a general introductory microbiology course (one term), a term's course(s) food and or pathogenic microbiology, and upper level courses appropriate to a microbiology specialization. The teaching requirement is two full courses per year. In addition, the applicant will be expected to seek extramural funding to support an active research programme which will involve undergraduate honours students and graduate (M.Sc.) students. The Acadia University Biology Department has established programmes in the fields of ecology, estuarine, and marine biology, which should provide opportunities for cooperative work in environmental microbiology. Qualified applicants should submit by mail a curriculum vitae, transcripts, reprints of three to five representative publications, three letters of reference/evaluation, and a statement of teaching experience forwarded by 28 February, 1987 Dr. D.W Grund, Professor of Biology, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0 Canada. In accordance with Canadian immigration requirements, priority must be given to Canadian citizens or permanent residents of Canada. Acadia University is an equal opportunity employer.

BIOSTATISTICS

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Veterinary Microbiology and Immunology. A faculty position in biostatistics is available in the epidemiology section of the Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph, and is envisaged to be joint with the Department of Mathematics and Statistics. Duties include teaching, primarily at the graduate level, research and service. Teaching will involve developing a graduate biostatistics course appropriate for analytic epidemiology. The successful applicant will be expected to develop an independent research program and will have appropriate ability one-third of their time available for research and development. The service component includes consultation with faculty and graduate students of the College on the design and analysis of research projects. Applicants will preferably hold a PhD degree in biostatistics. Teaching and research experience in the collection and analysis of animal related data would be an advantage. Salary for this contractually limited position is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval. Enquiries and applications including the names of three referees, should be directed to Dr. A.H Meek, Chairman, Department of Veterinary Microbiology and Immunology, University of Guelph, Guelph, Ontario, Canada N1G 2W1

BOTANY

UNIVERSITY OF ALBERTA. Department of Botany. Vacancy 368-609-070. The University of Alberta invites application for an immediate position as Sessional Instant Professor level (Appointment salary range $31,612 - $45,340) in the area of Vascular Plant Systematics with curatorial responsibilities. Preference will be given to applicants with an interest in the North and strong computing background. Candidates must have a Ph.D. degree and preferably two years of postdoctoral experience. A curriculum vitae, plus copies of three publications which best exemplify their work, and the names of three referees should be sent to: Dr. Keith E Denford, Professor and Chairman, Department of Botany, University of Alberta, Edmonton, Alberta, T6G 2E9. Application due: Monday, 2nd February 1987 The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration priority will be given to Canadian citizens and permanent residents of Canada.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Marketing, and other business fields. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada T6G 2R8. The University of Alberta is an equal opportunity employer.
TRINITY WESTERN UNIVERSITY. Business. a) Position - Full Professor. b) Qualifications - Ph.D. required, plus extensive teaching experience in a Christian college context and some practical business experience. c) Teaching Marketing, Business Law, Management and Advertising and with ability to integrate one's discipline with a biblical Christian faith. d) Write to - Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Rd., Langley, B.C., Canada, V3A 4R9. Trinity Western University has an evangelical Christian orientation, is chartered by the province of British Columbia and grants B.A., B.Sc., and B.Ed degrees. e) Opening for September, 1987.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF NEW BRUNSWICK, Business Administration. The Division of Administration invites applications for full-time tenure-track positions in financial accounting and marketing to commence July 1, 1987. Rank and salary will be commensurate with qualifications and experience. Qualifications required include Ph.D. or equivalent. Preference will be given to candidates for accounting position who have a strong track ground in Information Systems. Candidates with lesser qualifications may be considered for term appointments. Applications will be accepted until the positions are filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahen, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B E2L 4L5, Canada In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.
WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations Management & Quantitative Business Analysis, and Interdisciplinary Policy for the 1987-88 academic year. Qualifications: Lecturer up to Associate Professor Duties: Undergraduate and graduate teaching. Applications accepted until positions are filled and are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications to: Dr. Hugh Munro, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5
QUEEN'S UNIVERSITY. School of Business. Applications are invited for tenure-track positions especially in Accounting and Production/Operations Management. Qualified persons in Marketing and Organizational Behaviour are also encouraged to apply Salary and rank will be commensurate with qualifications and experience. Ph.D (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching can be at the B.Comm., M.B.A., and Ph.D. levels. The availability of positions is subject to budgetary approval. Appointment date is open; July 1, 1987 is preferred. Applications will be accepted until positions are filled but should be submitted by December 31, 1986. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three references to Wm. R. Millar, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.
SIMON FRASER UNIVERSITY. Faculty of Business Administration. Simon Fraser University invites applications for a tenure-track appointment in Finance and Management Science/Management Information Systems. Rank open. Successful candidates must have a strong research and teaching abilities for both undergraduate and graduate courses. Ph.D in hand or near completion. Be prepared to actively participate in the development of the Faculty Start date subject to budgetary funding available Candidates eligible for employment in Canada at time of application are preferred. All positions are subject to budgetary approval. Send curriculum vitae and names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.
MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for a probationary appointment at the rank of assistant professor or associate professor in the areas of Marketing, Organizational Behaviour, Personnel Management and Business Policy. Applicants should hold a Ph.D. In one of the above areas or an MBA with considerable experience. Duties include undergraduate teaching in one or more of the above areas. The position will be filled effective July 1, 1987. 1985-86 salary ranges are: Assistant Professor $25,396 - $36,002. Associate Professor $32,729 - $52,242. Appllcations, including a curriculum vitae and the names of three referees, should be sent to: Roger Wehrell, Head, Department of Commerce, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is January 1, 1987. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.
BROCK UNIVERSITY. School of Administrative Studies. Department of Management and Marketing. Applications for tenure track and limited term appointments are invited in Business Policy, Computing and Management Information Systems, Organizational Management, and; Human Resources Management Ph.D. in Business Administration or DBA preferred but ABD candidates expecting to complete by September 1988 will also be considered. Second career candidates with MBA and several years of senior management experience are invited to apply for term appointments. Our honours B.Admin. program, offered jointly with the Department of Accounting and Finance, is aimed at developing candidates for general management careers. Emphasis is place on quality teaching supportive of the general management philosophy. Send your application to Howard W. Prout, Chairman, Department of Management and Marketing, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents
UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA. completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record Appointment date is open; July 1, 1987 preferred. Applications will be taken when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, preference will be given to citizens and permanent residents of Canada. Applications should be sent to: R.L. Edgell, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Applications are invited for permanent and visiting faculty positions in Marketing and research and research interests in the fields of: (i) International Business, Operations and Strategy, (ii) Business Policy and Strategic Planning. A Ph.D. in Business Administration or equivalent and strong research interest is required. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Appointments are normally effective July 1, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Please send resumes to Dean Eric West, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4.
UNIVERSITY OF WATERLOO. Business Administration. Accounting - Applications are invited for faculty positions from those with research interests in (i) financial accounting (ii) managerial accounting (iii) information systems. Ph.D. or equivalent. Salary will depend on qualifications Appointments effective July 1, 1987 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack R. Hanchine, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with qualified Canadians and appointed as Assistant Professors wherever possible. Applications from women candidates are encouraged to apply.
McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting; (ii) Finance; (iii) Marketing and International Business; (iv) Information Systems. Rank of Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the development of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position if filled. Applications should be sent to: Dr. G.W. Torrance, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.
DALHOUSIE UNIVERSITY. School of Business Administration. Applications are invited for tenure-track positions in Accounting, Corporate Finance, Marketing, Organizational Behaviour/Theory and Business Policy. Appointments may be made at any rank. A Ph.D. degree is required but A.B.D. applicants will be considered. Candidates at assistant professor rank must demonstrate strong desire and potential for teaching and research. Candidates for associate rank must have a successful track record in teaching, research and publication. These other positions will be available July 1, 1987 Dalhousie has an affirmative action policy in the hiring of women academics. Responses should be directed to Dr. Ronald G. Staley, Director, School of Business Administration, 6152 Coburg Rd., Halifax, NS., B3H 1Z5.
ACADIA UNIVERSITY. School of Business Administration. Applications are invited to fill a number of tenure stream and leave positions in Accounting. A Ph.D is desirable, either in business or in related disciplines. Those with MBA'S will be considered, especially if they plan to enter a doctoral program. Duties include undergraduate teaching in one or more of accounting, finance, management information systems, organizational theory, personnel, and industrial relations. Effective date of appointment is July 1 or September 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer. Applications and resume should be addressed to: Chairperson, Appointments Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

CHEMISTRY

UNIVERSITY OF ALBERTA. Department of Chemistry. Applications are invited for a Research Associate in Biomolecular Structure Determination with special emphasis on polypeptide conformations using N.M.R. techinques. The person sought should have a Ph.D. in biophysical chemistry specialized in this area and have experience in the following 1H and 13C Two-Dimensional Nuclear Magnetic Resonance techniques, relaxation measurments, molecular modelling, and NMR studies of the structure of peptides. Ph.D. or DBA. completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record Appointment date is open; July 1, 1987 preferred. Applications will be taken when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, preference will be given to citizens and permanent residents of Canada. Applications should be sent to: R.L. Edgell, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CHILD STUDIES

BROCK UNIVERSITY. Child Studies Program. The Child Studies program at Brock University, St. Catharines, Ontario, invites applications for a tenure stream position. Duallied applicants should have a Ph.D. in developmental psychology or related fields, a core research program and experience in teaching courses in developmental psychology and research methods. Expertise in observational techniques would be desirable The appointment will begin July 1, 1987, pending budgetary approval. In accordance with Canada's immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applicants should sent their curriculum vitae to: Dr. Sid Segalowitz, Director, Child Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1. The Child Studies program at Brock is an interdisciplinary program involving faculty for the Departments of Psychology, Sociology, Education and Physical Education.

CLASSICS

WILFRID LAURIER UNIVERSITY. Classics. Applications are invited for a continuing position in the Department of Classics. The successful applicant will have a strong background in Greek and Roman Art and Archaeology, and will also be required to teach undergraduate courses in Greek and/or Roman civilization as well as language courses. Candidates should have completed a Ph.D. in Classics by the time the appointment takes effect on July 1, 1987 The position will be open until filled. Please send application, including curriculum Vitae and names of three academic referees to Dr. Gerald R. Vallillee, Chairman, Department of Classics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed only to Canadian citizens and permanent residents
UNIVERSITY OF VICTORIA. Department of Classics. The Department of Classics, University of Victoria invites applications for at least one vacancy at the rank of Assistant Professor for the period September 1, 1987 April 30, 1988. Applications are welcomed from individuals with expertise in Greek and Latin Language and Literature and in Classical Civilization, In particular Greek History. Applicants should send a curriculum vitae by 31 December, 1986 to: Dr. Vincent Gabrielsen, Dept. of Classics, University of Victoria, Victoria, B.C. V8W 2Y2 and ask three referees to write to the Dept. on their behalf. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities ot qualified male and female applicants.
UNIVERSITY OF WATERLOO. Classical Studies. Applications are being accepted for the position of Assistant Professor or Lecturer. The position is a one-year replacement for 1987-1988. Duties will include teaching Greek and general Classical Studies courses. Salary will depend on qualifications. The availability of this position is subject to final budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates wherever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. Please send letters of reference should be sent to Dr. P. Foxsyh, Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1.
MOUNT ALLISON UNIVERSITY. Department of Classics. Applications are invited for a probationary appointment, subject to budgetary approval, at the rank of assistant professor. Applicants should have a Ph.D. in Classics discipline and demonstrated excellence in teaching at the undergraduate level. A special interest in classical art and archaeology and/or Latin is desirable. The successful candidate will teach a variety of courses on classical civilization and/or Latin language. The position will be filled July 1, 1987. The salary range in 1987-88 for assistant professor is $28,889 - $41,390. Application including a curriculum vitae and names of three referees, should be sent to: Dr. Ivan Coleno, Head, Department of Classics, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMMUNICATION

SIMON FRASER UNIVERSITY. Department of Communication. Applications are invited for a tenure track position at the Assistant Professor level in the Department of Communication at Simon Fraser University (subject to final budgetary approval). The Department offers a BA, MA and PhD in Communication, and its areas of concentration are: Studies of Media, Social Studies of Communication Technologies, and Communication Policy. Applicants must have a PhD in a relevant discipline plus evidence of a well developed research interest in the Department's areas of concentration. Preference will be given to candidates who are eligible for employment in Canada at the time of application. For further information please contact Lloie Saller, Chair, Department of Communication, Simon Fraser University, Burnaby, B.C. V5A 1S6. Applications must be accompanied by a CV and the names of three references.
UNIVERSITE DE MONTREAL. Faculté des arts et des sciences. Département de communication. Poste de professeur à plein temps. Fonctions: Enseignement, recherche et activités connexes. Exigences: Etre spécialisé en analyse critique et en planification des systèmes d'information et de communication. Avoir des intérêts de recherche marqués et le recherche dans le domaine des communications de masse. Doctorat en communication ou dans une discipline connexe. La préférence sera accordée à un candidat qui détient un doctorat ou un Ph.D. en communication. Une connaissance passive de la langue française est exigée. Conformément aux exigences prescrites en matière d'immigration au Canada, cet emploi s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: 1er août 1987. Date de clôture des candidatures: 17 janvier 1987. Les candidats sont priés de faire parvenir leur curriculum vitae à: André H. Caron, directeur, Département de communication, Université de Montréal, C.P. 6128, succursale "A", Montréal, Québec, H3C 3J7; Tel.: (514) 343-7819

COMPUTER SCIENCE

THE UNIVERSITY OF ALBERTA. Department of Computing Science. The Department of Computing Science is undergoing an extensive expansion in research initiatives. Applications are invited from qualified candidates for one Assistant/Associate Professor level. Responsibilities include research as well as teaching in the graduate and undergraduate levels. Candidates from all areas will be considered. Current hardware support includes an Amdahl 5870, a network of VAX 11/780's, and well equipped microcomputer and workstation laboratories for graphics, VLSI, and AI research. Access to a CRAY XMP is available. Salary range is $31,612 to $59,630 and is commensurate with qualifications and experience. Send curriculum vitae, names of three references, and up to three reprints or papers. New Ph.D.'s should also include a copy of their transcript. Dr. Lee White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until December 31, 1986. The University of Alberta is an equal opportunity employer.
UNIVERSITY OF ALBERTA. Computing Science. Applications are invited for a Faculty Service Officer, which is a full time appointment. The DIRECTOR OF INSTRUCTIONAL LABORATORIES, in the Department of Computing Science. Responsibilities include the planning and supervision of instructional laboratories and the promotion of innovations in instructional methodology. Candidates will have considerable relevant academic experience: curriculum planning, teaching experience, course development and supervisory experience. An M.Sc. is mandatory but a Ph.D. in Computing Science, is preferred. Salary will be commensurate with qualifications and experience. The salary floor is $39,620. Departmental instructional laboratory facilities currently include four time-shared UNIX labs connected to the University Amdahl 5870 mainframe computer, three Macintosh PC Labs operated stand-alone or connected to the mainframe lab, and a micro-computer lab. A VAX 11/780 is largely devoted to several undergraduate courses, running under the UNIX operating system. Applications, including a detailed resume and the names of three academic references, should be submitted to: Dr. A. White, Director of Instructional Laboratories, University of Alberta, Edmonton, Alberta T6G 2H1. The University of Alberta is an equal opportunity employer. The closing date for applications is December 31, 1986 or earlier if a qualified candidate is found.
BISHOP'S UNIVERSITY. Computer Science. Applications are invited for a tenure-stream position in the Department of Computer Science. Candidates should possess a Ph.D. in Computer Science or equivalent. The Candidates who are able to teach in two or more of the following areas will be given preference: Data Communications, Microcomputer Interfacing, Computer Organization, Analysis of Algorithms, Artificial Intelligence, Computer Graphics. The appointment will commence on July 1, 1987. Salary and rank will be commensurate with qualifications and experience Applications with curriculum vitae and the names of three referees should be sent to: Dr. K.J. Kuopper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.
UNIVERSITY OF TORONTO. Department of Computer Science. Invites applications for one or two senior faculty positions, with tenure, with rank and salary to be determined by the successful applicant's past experience and qualifications, subject to budgetary approval. We will consider applicants with proven research abilities in the following areas: 1) Computer Systems and Software - Hardware and software architecture for computer systems, including microprocessor systems, real-time systems, distributed systems and highly parallel multiprocessor systems. Operating system design and programming language design for system software; 2) Numerical Analysis/Scientific Computing - with a strong interest in numerical software. The successful candidate will be expected to play a leading role in the development of a scientific computing group that has been formed in the Department of Computer Science. Appointments may commence either July 1, 1987 or January 1, 1988. Duties will consist of graduate and undergraduate and graduate levels, graduate student supervision and research. Apply in writing to: Professor Derek G. Cornell, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada, together with curriculum vitae, and the names of at least three referees. Deadline for application is January 15, 1987. Note: In accordance with Canadian immigration regualtions, priority will be given to Canadian citizens and parmanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.
UNIVERSITY OF TORONTO. Department of Computer Science. Invites applications for assistant Professorships, commencing July 1, 1987 or January 1, 1988. Both tenure stream and contractuellylimited (1-3 year) appointments are available, subject to budgetary approval. Salary commensurate with qualifications and experience. Applicants should hold a PhD in computer science or related areas; the main areas of interest are in Computer Systems and Software and Numerical Analysis/Scientific Computing. Duties include teaching at the undergraduate and graduate levels, graduate student supervision and collaborative research. Apply in writing to: Professor Derek G. Cornell, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada, together with curriculum vitae, and the names of at least three referees. Deadline for application is January 15, 1987. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions
UNIVERSITY OF TORONTO. Department of Computer Science. Post-Doctoral Research positions. Applications are invited from qualified candidates for one or two year Postdoctoral Research positions commencing July-September, 1987 in all areas of computer science Candidates should hold a PhD degree in computer science or a related discipline. Send curriculum vitae transcipts and three letters of reference no later than January 15, 1987 to: Professor Derek G. Cornell, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.
QUEEN'S UNIVERSITY, KINGSTON. Computing & Information Science. Applications are invited for a tenure-track position. Applicants in any area of Computing Science are encouraged to apply. The Department has 19 full-time faculty supported by four technical and three office staff. Research activity is mainly in systems and languages, algorithms, semantics, information systems, and artificial intelligence, and applications. We are particularly interested in increasing our current strength in artificial intelligence, particularly natural language understanding, and computational areas, including computability theory and logic. We have approximately 90 IBM-PC/AT-class and Pro/PDP-11 workstations. Resource intensive tasks and IBM 3083G system running VM/CMS in the Computing Centre, departmental facilities that are based on clusters of 13 SUN-3's, a SYMBOLICS 3600, a variety of other machines and special equipment. Kingston, with a population of about 100,000, is located on Lake Ontario midway between Toronto and Montreal in one of the prime recreational areas in Canada. Queen's University, founded in 1841, is one of Canada's oldest universities with a student population of around 10,000. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigratfon requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three references by January 15, 1987 to: Glenn H. MacEwen, Head, Computing and Information Science, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Telephone: 613-547-2917. Network: macewen%qucis.bitnet@wiscvm.wisc.edu.
UNIVERSITY OF TORONTO. Computer Science. Applications are invited for the position of Chairperson. The appointment is to commence July 1, 1987. The ideal applicant would have a strong record of research and teaching in computer science as well as the potential for academic leadership. The Department has fourteen full-time faculty, with several additional positions planned for the near future. It offers graduate and undergraduate degrees in Computer Science and maintains an active research programme. The main research areas are programming languages, compilers, software engineering, distributed computing, fault detection, theory of computation, and numerical methods. The computing facilities available for instructional and research support currently include a VAX 11/750, a VAX 11/780, a Pyramid 90X, Ian SUN workstations, microcomputer laboratories with a variety of small systems, as well as the University IBM 3083 system. Also associated with the Department is the Software Engineering Laboratory established by a cooperative agreement between

IBM Canada and the University of Victoria to advance the state of the art of software engineering. The City of Victoria, situated on the southern tip of Vancouver Island, has a population of over 200,000. It enjoys one of the most delightful environments in North America. The climate is temperate and all kinds of outdoor activities, from marine to mountain, are popular and can be pursued year round. Applicants should send a curriculum vitae and the names of three referees to: Dr. A.T. Matheson, Dean, Faculty of Science, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Applications will be accepted until January 31, 1987 or until the position is filled. Further information may be obtained by telephoning the Department at (604) 721 7220, or through electronic mail (e-mail addresses are jmuzio%uvunix.uvic.cdn@ubc.csnet or jmuzio@uvunix.bitnet). Canadian immigration regulations now require the university to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Computing Science. Applications are invited for tenure-track positions in the Division of Mathematics, Engineering and Computer Science. Candidates should have a PhD in Computer Science or related field or demonstrated equivalent achievement in education and research. Preference will be given to those with expertise in the areas of data analysis, data management and programming languages. Candidates with lesser qualifications (MSc) may be considered for appointment at the lecturer rank. Responsibilities include teaching at the undergraduate level, research, and the usual administrative activities. Salary and rank commensurate with qualifications and experience. Curriculum vitae and names of three referees should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. The appointments will be effective July 1, 1987; applications will be accepted until the position is filled. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Computer Science Department. The University of Waterloo invites applications for faculty positions at all ranks. A Ph.D in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. Applications from women candidates are particularly welcome. Applications should include a curriculum vitae and the names of three references and should be directed to F.W. Tompa, Chairman, Recruiting Committee, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, preference must be given to Canadian citizens and permanent residents of Canada.

MOUNT ALLISON UNIVERSITY. Computer Science. Applications are invited for two one-year replacement positions (subject to budgetary approval) at the rank of assistant professor, beginning July 1, 1987. Applicants should hold a Ph.D. in computer science or an M.Sc. in computer science and a Ph.D. in mathematics or related area. Duties include undergraduate teaching and research. Computing facilities include an IBM S/370 Model 4361 (on site) and access to an IBM S/370 Model 3090D (with vector facility). Salary range for assistant professor for 1987-88 is $28,689 - $41,300. Applications, including a curriculum vitae and the names of three referees, should be sent to: E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Computer Science. Applications are invited for a tenure-track position at the rank of assistant professor, associate professor or professor, beginning July 1, 1987. Applicants should hold a Ph.D. in computer science or an M.Sc. in computer science and a Ph.D. in mathematics, mathematical physics, or similar area. Duties include undergraduate teaching, research and contributions to the general activities of the department. Computing facilities include an IBM S/370 Model 4361 (on site) and access to an IBM S/370 Model 3090D (with vector facility). Salary ranges for 1987-88 are $28,689 - $41,300 for assistant professor, $35,568 - $57,924 for associate professor, and $44,740 - $69,962 for professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of Computer Science and Mathematics. Applications are invited for a tenure-stream position in Computer Science at the Assistant Professor level, effective July 1, 1987. Candidates must have a Ph.D. in Computer Science and should have broad experience in the subject, preferably including one or more of the following areas: database and information systems, social issues in computing, programming languages and their processors, or computer architecture and operating systems. Duties will include undergraduate teaching and participation in a proposed graduate program and the development of a program of productive research. Atkinson College offers mainly evening courses for students studying part-time toward BA degrees at York University. The Computer Science Program has over 500 active major students at present. Faculty and students currently have use of a VAX-II/780/VMS, and IBM 4381/VM/CMS and some microcomputers. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University has a policy of employment equity; qualified women and men are invited to apply. Letters of application with curriculum vitae and names of three referees should be addressed to Professor J.A. Mason, Department of Computer Science and Mathematics, Atkinson College, York University, 4700 Keele Street, North York, M3J 1P3. The deadline for applications is January 30, 1987.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Director, School of Computer Science. Applications are invited for the position of Director of the School of Computer Science. The Director reports directly to the President of the University. The University, established in 1909, teaches the final two years of an undergraduate program leading to the degree of B.Comp Sci. in the School of Computer Science, and offers Masters and PhD programs. Current research interests in the School are computer organization and architecture, database systems, artificial intelligence, VLSI and CAD. Members of the School's faculty also maintain research cooperation with various centres, in particular the Applied Microelectronics Institute and the Nova Scotia CAD/CAM Centre. Applicants for this position must have a PhD and an established research record, preferably in Computer Science, and have a strong commitment to building both undergraduate and graduate programs, and encouraging the research activities of the School. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. In order that an appointment may be made by July 1, 1987, it is desirable that applications be received by March 1, 1987. Applicants should send a curriculum vitae and the names and addresses of four referees to Dr. L.G. Jaagar, Vice-President, Research, Chairman of the Computer Science Search Committee, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. School of Criminology. 1. The School of Criminology is inviting applications in relation to one (1) tenure-track position at the Assistant Professor level which, subject to final budgetary approval, will be available for the start of the academic year 1987/88. The School has a well-established undergraduate program with some 600 majors in criminology. It also has graduate programs leading to the degree of M.A. and Ph.D., with 57 students enrolled. The teaching faculty is multi-disciplinary and, at present, consists of some 18 full-time members. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy and Northern Conference Resource Centre. 2. Ph.D. in a social or behavioural science discipline, or LL.B. accompanied by other post-graduate qualification (e.g. LL.M.), with interests and experience in criminology. The Appointments Committee will consider applications from ABD's with exceptional qualifications. Note. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. 3. To undertake research and to conduct courses in one or more of the areas falling within the discipline of criminology. 4. Dependent upon qualifications and experience. 5. Applications will be treated in confidence, and should be sent, together with curriculum vitae and names and addresses of at least three referees to: Dr. Simon N. Verdun-Jones, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. The successful candidate may commence his/her duties on 1 September 1987. 7. Applications will be accepted until 31 December 1986.

DANCE

YORK UNIVERSITY. Faculty of Fine Arts. Department of Dance. Teaching Position in Modern Dance. A full-time tenure track position effective September 1, 1987. Rank to be determined. Appointment is subject to authorization and budgetary approval. Applicants should hold a relevant degree or equivalent professional qualifications with documented evidence of teaching expertise in a university dance programme. The preferred candidate will be an experienced and creative teacher of both studio and theory courses in modern dance, in several areas such as choreography, composition, repertory, movement analysis, production and technique (at all levels). Service on committees, administrative ability, student advising and curriculum development are required of all full-time faculty. Application deadline: March 1, 1987. Salary commensurate with experience and qualifications. Please submit application together with curriculum vitae and three letters of reference to: Search Committee, Department of Dance, Faculty of Fine Arts, Room 240, Fine Arts Building, York University, 4700 Keele Street, North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Centre for the Arts. Dance Position. The Centre for the Arts at Simon Fraser University will appoint a Lecturer in Dance, for a two year renewable term. Primary responsibilities will include teaching contemporary dance technique, improvisation and composition. Other responsibilities may include: student advising, production, direction and assigned administrative duties such as coordinating the summer residencies. Candidates for the position should have a strong teaching interest as well as substantial training and experience in contemporary dance. Additional qualifications in ballet, or in dance related academic areas such as history, aesthetics, Laban Movement Analysis are highly desirable. Candidates should be prepared to accept faculty responsibilities within an interdisciplinary Fine and Performing Arts department, duties to begin September 1987. Preference will be given to candidates eligible for employment in Canada at the time of application. Subject to budgetary authorization. Internal candidates have been identified. Letters of application, curriculum vitae and names and addresses of three references should be received by 7 February 1987 and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Applications are invited for two full-time positions (one effective immediately, one effective July 1, 1987) in the Division of Removable Prosthodontics, Department of Restorative and Prosthetic Dentistry. Graduate qualifications at the Masters level in Prosthodontics is desirable. Responsibilities would include the didactic and clinical teaching of undergraduate students. Research and scholarly in related areas is expected. Successful candidates could also be considered for the Headship of the Division of Removable Prosthodontics. Salary and rank commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. J.K. Sutherland, Head, Department of Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF DENTISTRY. Oral Pathology. A full-time academic position is available July 1, 1987. Responsibilities include teaching of undergraduate students and residents, research and administration of a histopathological diagnostic service. Completion of an accredited program in Oral Pathology is required. Salary and rank commensurate with qualifications and experience. In accord with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application and curriculum vitae, together with three names for reference purposes should be sent to: Dr. D.L. Singer, Head, Department of Diagnostic & Surgical Sciences, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time academic position (tenure-track) in the Division of Diagnosis, Department of Stomatology. Candidates should possess graduate education in either Diagnosis, Periodontics or Prosthodontics with an interest in Diagnosis and Treatment Planning. Responsibilities include pre-doctoral classroom and clinical teaching in the areas of patient screening, emergency treatment and diagnosis, and research and scholarly activity. Applicants should be eligible for licensure in the Province. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Intramural private practice facilities and staff available. Rank and salary will be commensurate with experience, Assistant Professor ($31,612 - $45,340) or Associate Professor ($39,620 - $57,236). Applications, to be received no later than January 31, 1987, including a curriculum vitae and the names of three referees, should be sent to: Dr C.G. Baker, Chairman, Department of Stomatology, University of Alberta, Edmonton, Alberta T6G 2N8.

McGILL UNIVERSITY. Faculty of Dentistry. Division of Periodontology. The Faculty of Dentistry, McGill University, invites applications for a full-time tenure-track position as Director of the Division of Periodontics, available January 1, 1987. The successful applicant will be responsible primarily for planning and coordination of the undergraduate teaching program of the Division. An active contribution to the Faculty's graduate program in Oral Surgery and the General Practice Residency Program will be required. The candidate will be expected to engage in research in Periodontics and/or related areas. Candidates must have successfully completed graduate studies in Periodontics and should have several years of teaching experience. They must be eligible for licensure in the Province of Quebec. Academic rank and salary will be commensurate with qualifications and experience. Private practice privileges are available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and two references, should be addressed to: Dr. G. Weinlander, Chairman, Department of Clinical Dentistry, Faculty of Dentistry, McGill University, Strathcona Anatomy and Dentistry Building, 3640 University Street, Montreal, P.Q. H3A 2B2.

UNIVERSITÉ McGILL. Faculté de médecine dentaire. Division de parodontologie. La Faculté de médecine dentaire de l'Université McGill est à la recherche d'un professeur adjoint de parodontologie; il s'agit d'un poste à plein temps, en vigueur le 1er janvier 1987. Le titulaire de ce poste sera chargé principalement de la planification et de la coordination, au niveau du premier cycle, dans la division de Parodontologie. Il devra prendre une part active un programme de deuxième cycle en chirurgie bucco-dentaire ainsi qu'au programme multidisciplinaire. Il devra également effectuer des recherches dans ces deux domaines. Le salaire sera fonction des compétences et de l'expérience du candidat. Les candidats doivent avoir reçu une formation poussée en parodontologie et doivent avoir plusieurs années d'expérience dans l'enseignement. De plus, ils doivent être admissibles aux examens de licence de la province de Québec. Conformément aux dispositions de la Loi canadienne sur l'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Veuillez faire acte de candidature aussitôt que possible et joindre à votre candidature un curriculum vitae et deux lettres de recommandation que vous voudrez bien adresser à: Docteur G. Weinlander, directeur, Comité de recherche en Parodontologie, Faculté de médecine dentaire, Université McGill, 3640 rue Université, Montréal, Québec, H3A 2B2.

DRAMA

QUEEN'S UNIVERSITY. Drama. Applications are invited for a tenure-stream position at the Assistant Professor level in Drama for July 1, 1987. The Ph.D is required of applicants. University teaching and some publication is preferred. The successful candidate should demonstrate expertise in dramatic literature, directing and/or acting. Men and Women are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications should be directed to: Professor David E. Kemp, Acting Head, Department of Drama, Queen's University, Kingston, Ontario K7L 3N6. Deadline for applications is January 31, 1987.

ECONOMICS

CONCORDIA UNIVERSITY. Department of Economics. Applications are invited for limited term appointments (2 or 3, subject to budgetary approval) for the period 1987-88 (Appointment effective September 1, 1987). Candidates with a Ph.D (or expected in 1987) will be appointed as assistant professor (or initially as a lecturer). Duties include undergraduate and graduate teaching, research and significant research output. Field of specialization, within Economics, is not important; outstanding candidates in any area will be given serious consideration. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is December 31, 1986. Contact: Professor F.G. Muller, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. W., Room GM301-1, Montreal, Quebec. H3G 1M8. telephone (514) 848-3917.

CONCORDIA UNIVERSITY. Department of Economics. Assistant and Associate Professors: a number of tenure-track, limited term and visiting appointments will be made for 1987-88. (Appointment effective September 1, 1987.) Primary areas of interest are econometrics, economic theory, economic history, comparative economic systems and labour economics. Duties include undergraduate and graduate teaching, supervision and significant research output. Strong candidates in other fields will also be considered. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The deadline for applications is December 31, 1986. Contact: Professor F.G. Muller, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd., W., Room GM301-1, Montreal, Quebec, H3G 1M8. telephone (514) 848-3917.

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are being accepted for a term appointment, commencing September 1, 1987. Applicants should have a Ph.D (completed or near completion), previous teaching experience and a strong commitment to undergraduate teaching and to research. Fields are open. The position is subject to budgetary approval. In accordance with Canadian immigration regulations, applications from Canadian citizens and permanent residents will receive prior consideration. Applications, including curriculum vitae and the names of three references, should be forwarded to Dr. Andrew S. Harvey, Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3. Applications will be considered until the position is filled.

UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, invites applications for summer session teaching positions in 1987 (July 6 - August 14). Undergraduate instructors in introductory economics, intermediate theory, and main field areas required. Stipend $4,952 to $5,352 per full course equivalent (six weeks) depending on rank. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications (including complete curriculum vitae and names of three references) to Dr. Brian L. Scarfe, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31, 1986.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited to fill a regular full-time (tenure track) Assistant Professor position effective July 1, 1987. Candidates should hold, or have almost completed, a Ph.D in economics with economic history as a principal field. The teaching responsibilities are primarily in Canadian and European economic history. Canadian immigration regulations now require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications, including curriculum vitae and the names of three referees to Dr. D. Ferguson, Chairman, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2 Canada. Closing date for completed applications (including letters from referees) is January 31, 1987. Women are particularly encouraged to apply.

TRENT UNIVERSITY. Economics. The Department of Economics, Trent University, invites applications for two or more appointments, term and/or tenure track at the rank of Lecturer/Assistant Professor, commencing 1 July, 1987. Responsibilities include research and undergraduate teaching in theory and one of labour economics, natural resource economics, quantitative methods, monetary economics, development economics, other field will be considered. Applicants for these positions should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with names of three referees to Dr. D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

BROCK UNIVERSITY. Faculty Positions in Economics. Applications are invited for 3 tenure track appointments. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. While applications from all fields will be considered, preference will be given to Econometrics, Money and Banking and Economic History. A person with other fields but with a teaching and research interest in Economic History will also be considered. Duties include undergraduate teaching and research. Ph.D., or near completion preferred. Appointments effective July 1, 1987, salaries competitive and commensurate with qualifications. Interested candidates should submit a Curriculum Vitae, names of three referees, and if possible, evidence of teaching ability. Please write to: Dr. M.H.I. Dore, Chairman, Recruiting Committee, Department of Economics, Brock University, St. Catharines, Ontario, Canada L2S 3A1.

McGILL UNIVERSITY. Chairman - Department of Economics. Applications may be submitted in confidence for the position of Chairman of the Department of Economics at McGill University. The term of the appointment is five years, and the successful candidate will be appointed at the rank of Full Professor with tenure. The person appointed will have academic distinction and proven leadership qualities. The new Chairman will administer and direct the operation of the Department, will be expected to provide judicious leadership in the development of the teaching and research programs of the Department and to make new appointments. Salary will be commensurate with experience. Applications, curriculum vitae and names of referees should be submitted to Dean Richard Salisbury, Faculty of Arts, McGill University, 853 Sherbrooke St. West, Montreal, Quebec H3A 2T6. Applications will be received until January 31, 1987.

CARLETON UNIVERSITY. Department of Economics. Applications are invited for one or more ten-month term appointments commencing July 1, 1987 at the rank of Instructor. These positions require a completed or nearly-completed Ph.D. in economics and evidence of strong potential for research and effective teaching at the undergraduate level. These positions are subject to budgetary approval. Letters of application, a curriculum vitae and the names and addresses of three persons familiar with the work of the applicant should be sent by February 28, 1987 to Professor Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

CARLETON UNIVERSITY. Department of Economics. Applications are invited for an appointment commencing July 1, 1987, at the rank of Associate or Full Professor. This position requires an outstanding record of research and publication. The successful candidate will have an international reputation in economic theory and mathematical economics. Letters of application, a curriculum vitae and the names and addresses of three persons familiar with the work and potential of the applicant should be sent by February 28, 1987 to Professor Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are invited from qualified women and men. This position is subject to budgetary approval.

UNIVERSITY OF GUELPH. Economics. The Department of Economics seeks a senior economist with a distinguished publication record in scholarly journals in the areas of resource/environmental economics to participate in a proposed doctoral program in Resource and Environmental Economics. The Program is collaborative with the Department of Agricultural Economics and Business. The candidate should also have a strong interest in at least one other field of economics. Duties of the Position: The candidate is expected to contribute significantly to the research activity of the Department. He/She will also teach graduate and undergraduate courses, as well as supervise graduate research. Rank & Salary: subject to qualifications and budget approval. Position Available: September 1, 1987. Applications, which should include a complete curriculum vitae and the names of three referees, should be sent to: E.K. Grant, Acting Chairman, Department of Economics, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

EDUCATION

BISHOP'S UNIVERSITY. Education. Applications are invited for the position of Chair, Graduate School of Education. It is highly desirable that the successful applicant should possess a doctoral degree, have appropriate documented research interests, be able to teach a variety of courses and be willing to continue and develop the traditional strengths of the programme. Familiarity with the educational system of Quebec, classroom experience at the primary and secondary levels and the ability to communicate in the French language will be decided assets. The appointment will commence on July 1, 1987. Salary and rank will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to: Dr. K. J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

THE UNIVERSITY OF MANITOBA. Faculty of Education. The Faculty of Education invites applications for a tenure track appointment at Assistant Professor rank in the area of Elementary Mathematics Education in the Department of Curriculum: Mathematics and Natural Sciences. Qualifications: Doctorate, and successful teaching experience in schools. Elementary school and university teaching experience and a record of scholarship are desirable assets. Responsibilities include teaching undergraduate and graduate courses, supervision of practica, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service activities. Salary is commensurate with qualifications and experience. Applications for this position will be accepted until February 28, 1987. Employment date: July 1, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to send a complete curriculum vitae and names and addresses of three references to Dr. D. Harvey, Acting Head, Department of Curriculum: Mathematics and Natural Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF MANITOBA. Faculty of Education. The Faculty of Education invites applications for a one year term appointment at Assistant Professor rank in the area of Industrial and Vocational Education in the Department of Curriculum: Mathematics and Natural Sciences. Qualifications: Must have a Doctorate in Industrial and Vocational Education and successful teaching experience. Related industrial work experience is desirable. Responsibilities include teaching undergraduate and graduate courses, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service activities. Salary is commensurate with qualifications and experience. Applications for this position will be accepted until April 15, 1987. Employment date August 1, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to send a complete curriculum vitae and names and addresses of three references to Dr. Dexter Harvey, Acting Head, Department of Curriculum: Mathematics and Natural Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Education. Mathematics Education. Applications are invited for a probationary (tenure-track) appointment in Mathematics Education. Qualifications: demonstrated background and expertise in mathematics education, K-12; experience in supervising student teachers and working effectively with cooperating teachers, ability to work with mathematics teachers in professional development activities and to assume leadership in developing the mathematics education programme of the Faculty of Education; demonstrated teaching experience in public schools and at University level; skill in curriculum and instructional development, interest and expertise in research, a second area of expertise enabling the candidate to participate in at least one other area of teacher education is essential; ability to teach undergraduate and graduate level courses; doctorate or near completion. Salary: Commensurate with qualifications and experience. The appointment is expected to be made at the Assistant Professor level (1986-87 range: $29,550 to $37,839). Closing Date for Applications: January 15, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French). Letter of application, full curriculum vitae and names of three

references to be sent to Dr R N. Anderson, Acting Dean, Faculty of Education, The University of Lethbridge, Lethbridge, Alberta T1K 3M4

UNIVERSITY OF MANITOBA. Faculty of Education. Applications are invited for a tenure track position in the TEACHING OF FRENCH AS A SECOND LANGUAGE with appointment to be at the Assistant Professor level. Qualifications: Doctorate, or work on doctorate in progress, and successful classroom teaching experience. Should be fluent in both official languages. Responsibilities: 1) to teach undergraduate and graduate courses in the teaching of French in Basic and Immersion settings, 2) to supervise student teaching; 3) to supervise graduate students in FSL, 4) to participate actively in service work; 5) to conduct and encourage research. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Letters of application, complete with curriculum vitae and the names and addresses of three references, should be forwarded to: Dr. Dave Jenkinson, Department of Curriculum: Humanities and Social Sciences, the University of Manitoba, Winnipeg, Manitoba, R3T 2N2 Closing date for applications is December 31, 1986, and the starting date will be July 1, 1987.

UNIVERSITY OF ALBERTA. Department of Elementary Education. The Department of Elementary Education, Faculty of Education, The University of Alberta is seeking an Instructor for Summer Session 1987 (July 6- 17) to teach Ed Cl 433, Seminar in Group Projects in Elementary Educatron II. Orll Scrulwerk, Level II. Dualfications should include extensive understanding of the psychological, philosophical and pedagogical significance of the ideas of Carl Orff, experience in active and creative music teaching based on the principles of Carl Orff, composition using the Orff instruments, experience teaching elementery school age children using the principles of Carl Orff Responsibilities for Instruction include both lectures and laboratory Instruction Salary will be pobfoyed level is $2586.00 The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for acceptance applications is February 1, 1987. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. Warren D. Wilde, Chairman, Department of Elementary Education, University of Alberta, Edmonton, Alberta T6G 2G5

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Summer Session. The Ontario Institute for Studies in Education will require sessional instructors during the 1987 Summer Session to teach graduate level courses (subject to budgetory approval). Applications are invited for the following areas of specialization (13 courses Outline of Adult Education, Program Planning in Adult Education; Community Education and Development-Focus on Experience ot Asia; Small Group Experience and Theory Material on Process and Adult Learning; Comparative Studies in Adult Education, Consulting Skills for Adult Educators, Adult Basic Education, Comparative Education-Popular Education in Chile and Latin America, Peace Education-A Perspective on Ghandian Philosophy, Organizations and Change in Educator-Historical and Theoretical Perspectives on Organization Development; Education and Work in a Latin American Context, Controversial Issues in Development Educalion-Focus on Issues in Women and Education in Chile. Professional and Career Development for the Applied Psychology (I course. Critical Issues in Applied Psychological Theory and Research), Educational Administration, (6 courses Research Seminar in Educational Administration, Administrative Problems I-The School System, Administrative Problems II-The School System in Society: Interpersonal Relations In School Systems, Clinic in Administrative Relationships, Practical Applications of the Administrative Process), History and Philosophy of Education (I course Alternative Schools in Chile), Sociology in Education (7 courses Educellon and Sociology of Women and Gender Relations, Women and the Educational System, Gender and Education-Socioeconomic Issues, Advanced Research Seminar on Feminist Theory, Methodology and Research, Minority Groups, Multiculturalism and Policymaking in Education, the Social Relation of Cultural Production in Schools, Educational Opportunity Development In Third World Countries-focussing on Chile), Special Education (I course Microcomputers in the Special Education). Minimum qualilications normally include an earned doctorate in relevant disciplina, qualified in teach courses at the master's and doctoral level, record of scholarly research and publications in relevant area, and recognized expertise and demonstrated scholarly productivity. in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Forward applications, including a current curriculum vitae, by Jenuery 15, 1987 to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6

UNIVERSITY OF GUELPH. Adult Education/Rural Extension. Applications are invited for a tenure track position at the rank of Assistant Professor. Qualifications include a doctorate in Adult Education and/or Rural Extension, stength in quantitetive and/or qualitative methods, and relevant academic and professional experience. Primary responsibilities include the teaching of undergraduate and graduate courses in foundation studies in non-formal adult education and the supervision of graduate student research The successful candidate will assist students in the analysis and evaluation of issues in the development of research and evaluation designs. Candidates with experence in teaching and learning issues, instructional design in face-to-face and distance education, and the educational applications of communication technology will find this a challenging opportunity. Salary will be dependent on qualifications and experience. Both women and men are encouraged to apply In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permenent residents. Letters of application with a curriculum vitae and the names of three referees should be addressed to Dr. G.A.B. Moore, Chairman, Rural Extension Studies, University of Guelph, Guelph, Ontario N1G 2W1 The effective date of the appointment will be negotiable. Applications will be accepted until Decembei 30, 1986

UNIVERSITY OF MANITOBA. Continuing Education. The Continuing Education Division at the University of Manitoba invites applications for the position of Instructional Designer. Applicants will be expected to have a graduate degree, preferably in Instructional design (or a related field) and experience in the development and design of instruction, particularly distance education courses and course material. The individual will be responsible for working with faculty members to develop and implement correspondence courses and teleconference courses The successful applicant will be offered a contingent appointment at the rank of Instructor. The appointment will be at a level commensurate with qualifications and experience. Please send an application including curriculum vilae and names of 3 referees to Dr G Thompson, Associate Dean, Continuing Education Division. The University of Monlloba. Winnipeg, Manitoba, R3T 2N2 Both men and women are encouraged to apply In accordance with Canadian Immigrelion requirements, priority will be given to Canadian citizens and permanent residents of Canada. Effective date of appointment: February 15, 1987 Closing date for receipt of applications: December 31, 1986

MOUNT SAINT VINCENT UNIVERSITY. Educational Psychology. Mount Saint Vincent University, Department of Education, invites applications for a full-time position at the Assistant Professor level in Educational Psychology. Candidates should have interests and teaching experience in educational measurement and evaluation. Ability to teach compulsory educatron courses would ba an asset Responsibilities include teaching B Ed., Masters level and in-service courses, thesis direction and some supervision of student teachers as well as pursuing an active program of research. Qualifications. Ph.D and teaching experience in measurement and evaluation areas Apply to: Susan Clark, Dean, Human and Professional Development, Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia B3M 2J6. In accordance with Canadian immigration requirements, this advertisement rs directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Education. Applications are invited for a probationary appointment at the rank of Assistant Professor in the educational Psychology Department This position is for an educational psychologist whose area of specialization is learning and development. Preference will be given to candidates who have 1. a Ph.D or equivalent and have demonstrated competence in teaching and research, and 2. have had elementary and/or secondary school teaching experience. The successful candidate will be expected to teach and conduct research as a member of the Educational Psychology Research Unit, a four-year B Ed undergraduate program, an M Ed program and a Faculty-based doctoral program Both women and men are encouraged to apply In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada This position is available as of July 1, 1987. Applications will be accepted until October 29, 1987. Applicants should forward their curriculum vitae and the names of three referees to: Dr. William E Schulz, Head, Educational Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Curriculum. Applications are invited for a tenured or tenure-stream position in Curriculum at the Associate of Full Professor level in the area of Arts education. The applicant should preferably have a broad base in the Creative Arts as related to Elementary and Early Childhood Education, and with at least one specialization in the arts fields as experienced in Ontario schools (Visual Arts, Music, Dramatic Arts, Dance and Movement, Media and the Creative Arts Therapies). We are seeking an established scholar who must be appointable to the School of Graduate Studies, University of Toronto Curriculum is a graduate department with large masters' and doctoral programs. Duties include graduate teaching and supervision, research and scholarly publication, field development and assistance. In accordance with Canadian immigration requirements, the advertisement is directed towards Canadian citizens and permanent residents. The position is available July 1, 1988, or possibly earlier, but applications, including an up-to-date curriculum vitae and the names of three or more referees, should be submitted by March 13, 1987 to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6

ENGINEERING

UNIVERSITY DF DTTAWA. Department of Mechanical Engineering. Applications are invited for a tenure-track appointment at the level of assistant professor in the Department of Mechanical Engineering An earned Ph.D. degree in Mechanical Engineering or a closely related field of study is required. The successful candidate will have demonstrated research ability in the area of Computer Aided Engineering and will be able to teach related courses in English and French at both the undergraduate and graduate levels. This offer is subject to final approval of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Applications, including curriculum vitae, details of experience and names of at least three referees, should be addressed to: Professor S. Mirza, Chairman, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5; (613) 564-4292

CARLETON UNIVERSITY. Mechanical and Aeronautical Engineering. Applications are invited for term faculty positions in the Department of Mechanical and Aeronautical Engineering in the areas of fluid mechanics/heat transfer and solid mechanics. Duties would commence 1 September 1987 and extend over one to three years. A Ph.D. in mechanical or aeronautical engineering and teaching experience is required. Successful candidates will be expected to teach at the undergraduate and graduate levels and participate in laboratory and research activities. Salary and eligibility for membership, in a Canadian professional engineer society is preferred In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada In the first instance applications, including curriculum vitae and names of three referees, should be addressed to: Professor R.J. Kind, Chairman, Carleton University, Ottawa, Ontario K1S 5B6 Salary and rank will be commensuate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

UNIVERSITY OF NEW BRUNSWICK. The Patrick Gillin Chair in Construction Engineering. The Patrick Gillin Chair in Construction Engineering was endowed to provide a teaching/research position in the Department of Civil Engineering. The mandate is to provide undergraduate students with the opportunity to prepare for careers in construction engineering and related areas of civil engineering. The applicant should have at least five years experience in construction and be prepared to teach at the undergraduate and graduate levels A major task of the position is liaison with the construction industry in the Atlantic Region in order to provide a means of directing research towards solutions of practical problems encountered by the construction industry in the region. The applicant will be expected to work with present personnel to maintain the program and develop and expand in new directions The applicant should be eligible for registration as a Professional Engineering in the Province of New Brunswick. The appointment is expected to be made by July 1, 1987. In accordance with Canadian Immigretion requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should submit a detailed resume and the names of three referees to Dr. Ernest Tatlet to experience within the past five years to: Dr. Frank R Wilson, Ph.D., P. Eng., Dean of Engineering, University of New Brunswick, P. O. Box 4400, Fredericton, N.B. E3B 5A3.

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty Positions - Electrical Engineering. The Department of Electrical Engineering of The University of British Columbia invites applications for Two tenure-track positions in VLSI Design. Professor level in the areas of Digital Systems/Computer Engineering, including related areas such as Digital Control, Digital Communications and VLSI Design. Qualifications required for the above positions include a Ph.D and published evidence of research ability. Industrial experience would also be an asset. Successful candidates should be prepared to develop a vigorous research program and assist in the undergraduate and graduate programs and to supervise graduate students. Appointments will be effective July 1, 1987, or earlier if suitable applrcents are forthcoming. Salery will be commensurate with qualifications (Rge $30,000 plus). Application deadline will be January 31, 1987 or until suitable candidates are selected. In accordance with Canadian Immigration requirements, this is directed to Canadian citizens and permanent residents. The position will be filled subject to final budgetary approval. Please address all correspondance to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, British Columbia V6T 1W5.

THE UNIVERSITY OF NEW BRUNSWICK. Marine Engineering. With the assistance of Canadian Shipbuilding Limited, the University of New Brunswick is initiating a program in Marine Engineering at Saint John campus. Applications are invited from candidates interested in program development. Candidates should have a Ph.D. in Marine Engineering, industrial experience, and be eligible for registration as professional engineers Duties will include: coordination of short courses and seminars to personnel involved in the Canadien Government's Canadian Patrol Frigate Program and related marine engineering work; liaison with the New Brunswick students registered in the last two years of the Memorial University Naval Architectural Engineering Program and coordination of the selection of students to take part in this transfer in future years; offering a required course in marine engineering for University of New Brunswick students transferring to the fifth term of the Bachelor's program at Memorial University, monitoring the long-term need for a full degree program in marine engineering at the University of New Brunswick and developing an appropriate curriculum in consultation with University and other agencies. Rank and remuneration will be commensurate with qualifications and experience Appointment is effective when position is filled, and is subject to final budgetary approval This can be a tenurable position. Applications including curriculum vitae and names of three referees should be sent to: Dr. P. McGehan, Dean of Faculty, University of New Brunswick, Saint John Campus, P.O Box 5050, Saint John, N.B. E2L 4L5 In accordance with Canadian immigration requirements this advertisement is directed first to Canadian citizens and permanent residents, although all qualified individuals are encouraged to apply

UNIVERSITY OF WATERLDO. Department of Chemical Engineering. Applications are being accepted for two qualified persons as NSERC University Research Fellows in the Areas of Define Term Assrstant Professor. The Chemical Engineering Department at Waterloo has several areas of specralization which are Biochemical Engineering, Polymer Engineering, Extractive Metallurgy, Transport Processes, Process Control/Statistics, and Pollution Control Engineering Candidates for positions should have teaching and research interests in one or more of these areas. We are particularly interested in attracting a person who has been working in the area of Computer Aided Design, Flowsheeting and Process Control. Successful candidates will have the Ph.D. degree The P.Eng qualification, and some industrial experience are also very desirable. We are looking for talented persons who have enthusiastic interests in both teaching and research. Applrcants should send a curriculum vitae and names of three referees to the following address: E. Rhodes, Chairman, Dept. of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applications from women candidates are particularly welcome It is the intention of the University of Waterloo to fill its vacancres with recent Ph.D. graduates.

UNIVERSITY OF WATERLDO. Department of Chemical Engineering. Applications are being accepted for two qualified persons as NSERC University Research Fellows in the Areas of Define Term Assrstant Professor level. The Chemical Engineering Department at Waterloo has several areas of specralization which are Biochemical Engineering, Polymer Engineering, Extractive Metallurgy, Transport Processes, Process Control/Statistics, and Pollution Control Engineering Candidates for the position should have teaching and research interests in one or more of these areas. We are particularly interested in attracting a person who has been working in the area of Computer Aided Design, Flowsheeting and Process Control. Successful candidates will have the Ph.D. degree The P.Eng qualification, and some industrial experience are also very desirable. We are looking for talented persons who have enthusiastic interests in both teaching and research. Applicants should send a curriculum vitae and names of three referees to the following address: E. Rhodes, Chairman, Dept. of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates. Applications from women candidates are particularly welcome. Salary and rank will be commensuate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

UNIVERSITY OF WATERLDO. Department of Electrical Engineering. Applications are being accepted for two qualified persons as NSERC University Research Fellows in the Areas of Define Term Assrstant Professor level. The Chemical Engineering Department at Waterloo has several areas of specralization which are Biochemical Engineering, Polymer Engineering, Extractive Metallurgy, Transport Processes, Process Control/Statistics, and Pollution Control Engineering Candidates for the position should have teaching and research interests in one or more of these areas. We are particularly interested in attracting a person who has been working in the area of Computer Aided Design, Flowsheeting and Process Control. Successful candidates will have the Ph.D. degree The P.Eng qualification, and some industrial experience are also very desirable. We are looking for talented persons who have enthusiastic interests in both teaching and research. Applicants should send a curriculum vitae and names of three referees to the following address: E. Rhodes, Chairman, Dept. of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 In accordance with Canadian Immigration requirements, this advertisement rs directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates. Applications from women candidates are particularly welcome. Salary and rank will be commensuate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

UNIVERSITY OF WATERLDO. Department of Electrical Engineering. Applications are invited for a new tenure-track position in the Computer Engineering program of the Department. Applicants should have expertise in one or more of the following areas microprocessors; computer architecture and systems; computer communicetions and networks; VLSI and digital systems design. Basic duties will include undergraduate and graduate teaching, research competible with the departmental program and participation with other staff in the academic and administrative affairs of the department. Rank and salary will be commensurate with qualifications and experience. A Ph.D. degree is required. Candidates of both sexes are equally encouraged to apply This tenure-track position is provided by the Queen's University National Scholars Program which has been established to promote the highest standard of excellence. In accordance with Canadian immigretion requirements this advertisement is directed to Canadian citizens and permanent residents. Send a detailed career summary with names and addresses of three referees to Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: D-13-86.

UNIVERSITY OF TDRONTD. Electrical Engineering. The Department of Electrical Engineering has several tenure stream faculty positions open Areas of specralization include: Communications, Signal Processing; Computer Hardware; VLSI circuit and system design, Silicon and Gallium Arsenide integrated circuits; Power Electronics; and Power Systems. One of the positions in the electronics area involves strong interaction with Northern Telecom Electronics end Bell Northern Research. The University of Toronto has the largest graduate department of Electrical Engineering in Canada with over 300 graduate students currently enrolled All positions involve both research and teaching at the undergraduate and graduate levels Applicants must have a good record of success in Electrical Engineering, an outstanding acedamic record and effective teaching ability It is intended that appointments be made at the Assistant Professor level. Applicants should send a resume, a statement of teaching and research interests, and a list of at least three references to: Prof Adel S. Sedra, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

ENGLISH

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English in The University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1987, budgetary considerations permitting. Candidates must hold the PhD in a post-renaissance branch of literature in English and will enjoy an established reputation. Applicants having experience, scholarly publications, and a strong interest in one of the following fields, children's literature, creative writing, drama production, literary theory. Interested individuals should ask three referees to send letters, and should themselves send a curriculum vitae, a detailed curriculum vitae, and a transcript of academic record, to Dr Roger Poole, Acting Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3 The deadline for receipt of applications is February 28, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as assistant professors whenever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure track Assistant Professorship in Renaissance Literature (special interest in Shakespeare would be advantageous), effective 1 July 1987. Candidates must have a Ph.D. The University is particularly interested in attracting qualified women candidates. Deadline: February 28, 1987. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada Send curriculum vitae, representative publications and have three letters of reference sent to: Frank M. Tierney, Chairman, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English in The University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1987, budgetary considerations permitting. Candidates must hold the PhD in English literature, or History of the Language, or Canadien English, and would be expected to teach courses in Anglo-Saxon literature and the history of the language. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed Curriculum Vitae, and a transcript of academic record, to Professor Roger Poole, Acting Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The deadline for applications is 1 February 1987. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only.

UNIVERSITY OF TDRONTO. ERINDALE CAMPUS. Department of English. The Department of English at the University of Toronto (Erindale Campus) invites applications for a tenure stream position at the Assistant Professor level. Position subject to budgetary approval. Completed Ph.D. required. Area of specialization: the 18th- or 19th-century novel. The duties of this position will be on the Erindale Campus. Salary approximately $30,000. Send curriculum vitae and three letters of reference (or dossier) directly to Prof. T.H. Adamowski, Dept. of English, 7 King's College Circle, University of Toronto, Toronto, Ontario M5S 1A1. Appointment effective 1 July 1987. Applicatrons arriving after 5 January 1987 may be too late to be considered. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. The Department invites both men and women to apply for this position.

MOUNT SAINT VINCENT UNIVERSITY. English. The English Department, Mount Saint Vincent University, invites applications for a sessional appointment at the rank of Assistant Professor to begin September 1, 1987, subject to budgetary approval, with a chance of renewal. Candidates should be flexible and able to teach in a variety of fields, including Writing and/or Children's Literature; American or Romantics or Sixteenth Century. Applications should be sent to Sister Patricia Mullins, Dean of Humenities and Sciences, Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Application deadline: January 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TDRONTD. Electrical Engineering. The Department of Electrical Engineering has several tenure stream faculty positions open Areas of specralization include: Communications, Signal Processing; Computer Hardware; VLSI circuit and system design, Silicon and Gallium Arsenide integrated circuits; Power Electronics; and Power Systems. One of the positions in the electronics area involves strong interaction with Northern Telecom Electronics end Bell Northern Research. The University of Toronto has the largest graduate department of Electrical Engineering in Canada with over 300 graduate students currently enrolled All positions involve both research and teaching at the undergraduate and graduate levels Applicants must have a good record of success in Electrical Engineering, an outstanding acedamic record and effective teaching ability It is intended that appointments be made at the Assistant Professor level. Applicants should send a resume, a statement of teaching and research interests, and a list of at least three references to: Prof Adel S. Sedra, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

ENGLISH

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English in The University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1987, budgetary considerations permitting. Candidates must hold the PhD in a post-renaissance branch of literature in English and will enjoy an established reputation. Applicants having experience, scholarly publications, and a strong interest in one of the following fields, children's literature, creative writing, drama production, literary theory. Interested individuals should ask three referees to send letters, and should themselves send a curriculum vitae, a detailed curriculum vitae, and a transcript of academic record, to Dr Roger Poole, Acting Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3 The deadline for receipt of applications is February 28, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as assistant professors whenever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF TDRONTD. Dictionary of Old English. The Dictionary of Old English invites applications for an editor. The appointment is as Research Associate (an academic rank) for a term of three years, renewable as funding continues. The position involves full-time research on written records for the Dictionary of Old English. Candidates should have a Ph.D or equivalent thesis degree in Old English language and literature, with a concentration in Old English philology. A wide-ranging knowledge of the Old English corpus is required, and a solid background in Anglo-Saxon and cognate Germanic languages is essential. Interest in linguistics, and in the use of the computer for lexicographical work would be an assets Candidate's should have a record of high accomplishment and productivity and e demonstrated ebility to work well both on an team project; they should take pleasure in detailed, meticulous work The University offers an excellent benefits package, generous holidays throughout the year, and a month of paid vacation. The starting salery will be at the 1987-1988 floor for an assistant professor, $27,000 per annum, or ebove depending on experience. The starting date is July 1, 1987. Applicetions, accompanied by a full curriculum vitae and three letters of reference should be sent by February 1, 1987 to: The Editors, Dictionary of Old English, Room 14266, Robarts Research Library, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only.

UNIVERSITY OF ALBERTA. English. The Department of English, University of Alberta, invites applications for one tenurable position at the junior Assistant Professor level, effective July 1, 1987. (This is to be in addition to the 1986 tenurable position recently advertised, and applicants for the half-time position may ask to be considered for the full-time position as well.) Applicants should have a completed Ph.D. (or be nearly certain of having the Ph.D. complete by July 1, 1987) and preference will be given to those with teaching experience and publications. Applications from those in all fields of English literature and language will be considered, but special attention will be given to those from specialists in the history of the language, women and literature, literary theory, Commonwealth Literature, and English literature before 1700. Candidates should ask three referees to send letters directly to Dr. Linda Woodbridge, Chairmen, Department of English, University of Alberte, Edmonton, Alberta, T6G 2E5; candidates should also send to the Chairman a letter of application, a complete curriculum vitae, and the names of the referees, and arrange for the Chairman to receive graduate and undergraduate transcripts.

Deadline for applications is March 1, 1987. Only complete applications received by the deadline will be considered. Candidates are responsible for ensuring that transcripts and letters of reference are received by the department. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. English Literature. Applications are invited for the following positions, both of which are subject to budgetary approval. Both positions will be at the senior Lecturer or Floor of the Assistant Professor rank, to begin 1 July, 1987. (i) A one-year limited term appointment in the field of Eighteenth Century and the Novel. Ph.D. and teaching experience in the above fields preferred. (2) A one or two-year limited term appointment in the fields of English Drama (particularly Shakespeare) and Medieval Romance. Some teaching of the main campus may be required. Ph.D. and teaching experience in the above fields preferred. All applications, accompanied by full curriculum vitae, three letters of applications and previous experience and giving the names of at least three referees, who have been asked to write on the candidate's behalf, should be sent to Professor O Mitchell, Chairman, Department of English Literature, Trent University, Peterborough, Ont. K9J 7B8 before 1 February, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permanent residents.

UNIVERSITY ALBERTA. Department of English - Tenurable Vacancy. The Department of English, University of Alberta, invites applications for one tenurable position at the junior assistant Professor level, effective July 1, 1987. (This is an addition to the half-time tenurable position recently advertised, and applicants for the half-time position may ask to be considered for the full-time position as well.) Applicants should have a completed Ph.D. (or be nearly certain of having the Ph.D. complete by July 1, 1987), and preference will be given to those with teaching experience and publications. Applications from those in all fields of English literature and language will be considered, but special attention will be given to those from specialists in the history of the language, women and literature, literary theory, Commonwealth Literature, and English literature before 1700. Candidates should ask three referees to send letters directly to Dr Linda Woodbridge, Chairman, Department of English, University of Alberta, Edmonton, Alberta T6G 2E5; candidates should also send to the Chairman a letter of application, a complete curriculum vitae, and the names of the referees who will arrange for the Chairman to receive graduate and undergraduate transcripts. Deadline for applications is March 1, 1987. Only complete applications received by the deadline will be considered. Candidates are responsible for ensuring that transcripts and letters of reference are received by the department. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY. Faculty of Environmental Studies. Applications are invited for one or more positions in the Faculty of Environmental Studies. Duties include the teaching, advising, supervision of student work, and related administration in this interdisciplinary Faculty which draws together a range of fields concerned with the critical understanding of change in natural, human and constructed environments. Student programs, all at the graduate level, are based on the formulation of individual plans of study. The Faculty is seeking candidates who bring interdisciplinary, cross-cultural and/or feminist perspectives to fields including but not limited to: communication and social change, science and technology, environmental education, human services, ecology, and urban design. A Ph.D. degree or equivalent is required. The appointments will be tenure-stream or contractually limited and are subject to budgetary approval. Appointments will be at the Assistant Professor or Associate Professor level, salary commensurate with qualifications and experience, to commence July 1, 1987. In accordance with York University's policy of employment equity, these positions are open to qualified men and women. Because the Faculty, through the University's Faculty Renewal Fund, is attempting to redress gender imbalance, qualified women are especially invited to apply. Applications, including a curriculum vitae and the names of three referees, should be sent, preferably before February 1, 1987, to: Dean E.S. Spence, York University, Faculty of Environmental Studies, 4700 Keele St., North York, Ontario M3J 1P3. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FILM

SIMON FRASER UNIVERSITY. Centre for the Arts - Film Position. Simon Fraser University proposes to make a faculty appointment in Film Production. This is a full time tenure track position. The position involves teaching at the intermediate and advence levels of filmmking, conducting critical seminars, and participating in faculty supervision of student films. Qualifications should include substantial professional experience in a variefy of filmic genres (i.e., documentary, dramatic, film art), a demonstrated ability to teach the Craft of Film at all levels, and some familiarity with contemporary film theory and criticism. Candidates should be prepared to accept faculty responsibilities within an Interdisciplinary Fine and Performing Arts department, duties to begin September 1987. Preference will be given to candidates eligible for employment in Canada at the time of application. Subject to budgetary authorization. Letters of application, a complete curriculum vitae, and names of three referees should be received by 7 February 1987, and should be sent to: Professor Grant Tarbard, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6.

FINE ARTS

BISHOP'S UNIVERSITY. Fine Arts. Applications are invited for a tenure-stream position in Art History. Candidates should possess a completed Ph.D., teaching experience and publications. The successful candidate will teach courses in Renaissance Art, in the Historiography of Art and Theory and Criticism. The ability to teach courses in Canadian Art would be an advantage. The candidate should be prepared to share the administrative responsibilities of the Department. The appointment will commence on July 1, 1987. Salary and rank will be determined with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7

FORESTRY

MACDONALD COLLEGE OF McGILL UNIVERSITY. Forestry Position. The Morgan Arboretum Association and the Department of Renewable Resources, Faculty of Agriculture, McGill University, invite applications for a full-time tenure track position at the rank of assistant or associate professor in Woodland Resources, commencing as soon as possible in 1987. The appointee will also be Director-Curator of the Morgan Arboretum and as such is expected to have administrative experience and effective communication skills. A Ph.D in one of the areas of forest soil science, forest ecology, urban forestry or private forest management is required as well as curatorial ability. Fluency in French and English is desirable. The successful applicant will be expected to teach undergraduates and graduate students and to develop an active research programme associated with the Arboretum, which provides excellent research opportunities. Salary will be based on a floor value of $31,234.00 and will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Send applications with a detailed curriculum vitae and the names of three referees by February 5, 1987 to: Dr. R.D. Tilman, Chairman, Department of Renewable Resources, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec, Canada, H9X 1C0

FRENCH

DALHOUSIE UNIVERSITY. Department of French. The Department of French at Dalhousie University invites applications for a full time, two year replacement appointment at the rank of Assistant Professor, with specialization in eighteenth century literature, to begin July 1, 1987, commencing 1 July 1987. Candidates must hold a Ph.D. in French and possess native or near-native fluency. Shiping the teaching responsibilities of the post are first and second year language classes. Teaching in the specialized area will also be required. Closing date for receipt of applications is January 31, 1987. In accordance with Canadian immigration requirements, this ad is directed to Canadien citizens or permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women. Please write, with curriculum vitae and names of three referees to Dr Michael Bishop, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotre B3H 3J5

UNIVERSITY OF VICTORIA. French Language and Literature. The Department of French Language and Literature invites applications for one or two regular full-time teaching positions at the rank of Assistant Professor, beginning July 1st, 1987. The number of positions depends on the availability of funds. Appointees' primary responsibility will be undergraduate teaching. Candidates should have a doctorate and be bilingual. Experience in teaching and a good record of publications are desirable. Preference will be given to those whose area of specialization is one of the fields from Seventeenth Century Literature, Eighteenth Century Literature, Stylistics and Translation, Literary Theory. Salary to be determined according to qualifications and experience. Canadien Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Women are particularly encouraged to apply. Please send applications by December 31, 1986, together with a cv and the names of three referees to: Dr. John Greene, Chairman, Department of French Language and Literature, University of Victoria, P.O.Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF ALBERTA. Romance Languages - French. The Department of Romance Languages invites applications for a tenure-track appointment at the junior assistant professor level commencing July 1, 1987. PhD and native or near-native proficiency required. An appointment will be made to meet staffing requirements in programs in French literary translation. Applicants should have a background in the theory and practice of translation combined with some specialization in literature. Although particularly interested in candidates able to work in nineteenth century French Literature, the Department invites applications from all persons able to meet other qualifications appropriate for work in translation regardless of area of literature specialization. The successful applicant will be expected to teach at all levels of undergraduate and graduate programs and should show evidence of strong teaching ability and research potential, leading to publication, is also essential. The 1986-87 minimum for an assistant professor is $31,612. Applications, to include cv and be supported by 3 letters of reference, should be sent to Dr. R.A. Young, Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada T6G 2E6 and will be accepted until January 31, 1987. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to confirmation and funding.

UNIVERSITE de Sherbrooke. Département de Langues Romenes. Le département sollicite des candidatures à deux postes de Professeur Adjoint à l'ordre d'enseignement à la permenence. Ces postes sont soumis aux conditions budgétaires. Les candidats doivent détenir un doctorat. Premiers postes: (1) en enseignement de la traduction et de la stylistique compaée et enseignement de la langue française sous-gradué. (2) enseignement de la littérature du vingtième siècle français et de la théorie littéraire et enseignement de la langue au niveau sous-gradué. Entrée en fonction: le 1 juillet 1987. Traitement: selon les titres et l'expérience. Traitement minimum des professeurs adjoints en 1986-87: $27,639 pour douze mois. Les candidats sont priés de faire parvenir leur curriculum vitae et dossier professionnel complet et de demander à trois répondants d'envoyer des lettres de recommandation au Dr. W. Hanley, Département de Langues Romenes, Université McMaster, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M2. L'ensemble des documents doit être reçu avant le 30 janvier 1987. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'université McMaster respecte le principe de l'équité en matière d'emploi.

GEOGRAPHY

YORK UNIVERSITY. Department of Geography. One position subject to University approval. Assistant Professor. Tenure track. Human geographer specializing in modelling geographical characteristics of economic systems. The appointee is expected to teach introductory and advanced levels in his/her field of specialization, and contribute to our technical capacity in the Science Faculty of a strong commitment to research as required. York University is implementing a policy of employment equity. Qualified men and women are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Application deadline 1 March, 1987. Apply: Glen Norcliffe, Chair, Department of Geography, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3. Phone (416) 736-5366.

GEOLOGY

SAINT MARY'S UNIVERSITY. Geology. Saint Mary's University, Department of Geology, invites applications for structural or metamorphic geologists for a three-year faculty position. The position is at the assistant professor level, commencing September 1987, and may be converted while in hand to each appointment at a later date. Applicants should have a Ph.D. and the successful candidate will be required to carry on a vigorous research program. In accordance with Canadian immigration regulations, we are required to direct this advertisement initially to Canadian citizens and permanent residents after which other applicants may be considered. Send applications, curriculum vitae and names of three referees to: Chairmen, Department of Geology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

BROCK UNIVERSITY. Geophysics/Structuerl Gaologist. The Department of Geological Sciences at Brock University invites applications for a tenure-track position, starting July 1987, in the broad field of geophysics/structural and tectonic geology. The appointment will be made at the assistant professor level, salary negotiable. Applicants must have a Ph.D., have a strong interest in teaching at all levels, maintain an active research program and be prepared to supervise B.Sc. and M.Sc. projects. In accordance with Canadian immigration regulations, this advertisement is directed to Canadien citizens and permanent residents. Send vitae and names of three referees to Dr. J.D. Flint, Chairman, Department of Geological Sciences, Brock University, St. Catherines, Ontario, L2S 3A1, Canada.

CARLETON UNIVERSITY. Geology. The Department of Geology, Carleton University, invites applications for a Research Associate in Hydrothermal Process Research. A Ph.D. is required in the physical geochemistry of fluid systems with experience in fluid inclusion studies and hydrothermal phase relations. The person will be required to carry out experimental research in the hydrothermal laboratory and to conduct fluid inclusion studies of mineral deposits. The salary is $20,000 per annum. A curriculum vitae, three confidential letters of reference and transcripts should be sent to Dr. G.B. Skippen, Department of Geology, Carleton University, Ottawa, K1S 5B6 by the deadline of February 15, 1987. This continuing position will commence no later than April 1, 1987 and is subject to the availability of funding. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GERMAN

McMASTER UNIVERSITY. German. McMaster University invites applications for a tenure track appointment in German at the Assistant Professor level. The availability of the position is subject to budgetary approval. Requirements are a Ph.D., native or near-native fluency in German, and some teaching experience, prefereably in teaching introductory courses in the Intermediate Year. Preference will be given to candidates with strong research interest in the area of Medieval language and literature and in Linguistics. The successful candidate will be expected to play an active part in the design and teaching of a new degree programme, Cognitive Studies and Linguistics, which will begin to admit students in 1988. Salary is dependent upon qualifications and experience and for an Assistant Professor in 1986-87 is $27,639. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. G. Teuscher, Chairman, Department of German, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. The appointment will be effective on July 1, 1987. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants

ACADIA UNIVERSITY. Department of German. THREE-YEAR SABBATICAL REPLACEMENT: German Department, Acadia University is offering a three-year sabbatical replacement position. Duties: Courses on one or all levels of a three and four-year undergraduate program including the teaching of Business German. Preparation in other departmental tasks. Applicant should have at least the M.A. degree, should be perfectly fluent in German, and should show evidence of being able to use innovative teaching methods. Candidate with experience in innovative teaching methods and in German for Business at level (functional national approach) will be preferred. In accordance with Canadian immigration requirements, first preference is given to Canadian citizens or permanent residents of Canada. Acadia University is an Equal Opportunity Employer. Address application and detailed description of teaching experience and the names of three referees) to: Anthony Northrop, Head, Department of German, Acadia University, Wolfville, N.S., B0P 1X0. Deadline for application February 15, 1987.

HEBREW

UNIVERSITY OF ALBERTA. Hebrew Language. The Department of Religious Studies, University of Alberta, invites applications for a full-time tenure-track appointment in Hebrew language at junior assistant professor level, commencing July 1st, 1987. Minimum salary for 1986/87 is $31,612. The successful candidate will be reponsible for all levels of Hebrew language instruction. Completed Ph.D., demonstrated teaching and research ability, and competence in Hebrew literature are important. Applications, which should include a curriculum vitae, credential letters from three referees, three references, and transcripts, should be sent to Dr. P. Joseph Cahill, Chair, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E5 by the February 1, 1987 deadline. The University of Alberta is an equal opportunities employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

HISTORY

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of History. The Department of History of the University of Toronto (Erindale Campus) invites applications for a contractually limited position at the Assistant Professor level with an initial appointment of three years and a possible two year renewal. Position subject to budgetary approval. Ph.D required; prior teaching experience desirable. All fields of specialization within Canada/United States/Latin America. The teaching duties of this position will be on the Erindale Campus. Base salary for Assistant Professor is currently ($27,000.) Send application with C.V. and arrange for at least three letters of recommendation to be sent directly to Prof. Mark Vallee, Erindale College, University of Toronto, Mississauga, Ontario L5L 1C6. Appointment commences 1 July 1987. Deadline for applications 30 January 1987. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for positions

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for an 8 months sessional appointment in one or more of the following fields. Women; South or Southeast Asia, Britian; United States, subject to the availability of funds. Successful candidates must also be willing to contribute to an introductory course in world history. Minimum qualifications: successful completion of Ph.D. comprehensive examinations, Ph.D and teaching experience preferred. Salary according to qualifications; present salary range is $17,863 - $25,090. Applications should include a curriculum vitae, University transcripts, and three confidential letters of appraisal sent directly to Dr. D.J. Hall, Chairman, Department of History, University of Alberta, Edmonton, Alberta T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. History. The Department of History, University of Saskatchewan, invites applications for a tenure track position from specialists in one or more of the following fields: Post Conquest Canadian History, Canadian Social History, Canadian Women's History. The position is subject to budgetary approval and is at the assistant professor level in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send applications to J.M. Hayden, Head, Department of History, University of Saskatchewan, Saskatoon, Sask. S7N 0W0 together with c v and the names and addresses of three referees with whom you have arranged for confidence to be sent directly to this address.

DUEEN'S UNIVERSITY. History. Tenure-track position, at the rank of assistant professor, in the history of 19th and 20th century Western Europe. To commence July 1, 1987. Ph.D preferred. Male and female candidates are equally encouraged to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that all three letters of reference are sent to Professor R.W. Malcolmson, Deputy Chairman, Department of History, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for completed applications is January 16, 1987.

QUEEN'S UNIVERSITY. History. Tenure-track position, at the rank of assistant professor, in the history of the Far East or Sub-Saharan Africa. To commence July 1, 1987. Ph.D. preferred. Male and female candidates are equally encouraged to apply in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor R.W. Malcolmson, Deputy Chairman, Department of History, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for completed applications is February 13, 1987.

YORK UNIVERSITY. Faculty of Arts. Department of History and Division of Humanities. Two-year contractually-limited appointment in Ancient History and Classical Studies at the rank of Assistant Professor. Ph.D. required, with some teaching experience desirable. Major area of specialization should be in *Classics and Ancient History* with an emphasis on *Rome*. Preference will be given to those whose interests and/or research interests fall in the area of social history. Salary dependent upon qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent by 30 January 1987 to Professor R. Hoffmann, Acting Chair, Department of History, York University, 4700 Keele Street, North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents York University is implementing a policy of employment equity. Qualified women and men are invited to apply This appointment is subject to budgetary approval by the University.

HISTORY OF TECHNOLOGY

UNIVERSITY OF TORONTO. History of Technology. The Institute for the History and Philosophy of Science and Technology at the University of Toronto invites applications for an appointment beginning 1 July 1987. Salary and level of appointment depend upon applicant's qualifications and upon availability of funding. Ph.D., teaching experience, publications, and promise of future contributions to scholarship are required. Teaching and research responsibilities will include one or two graduate seminars, and one or two large undergraduate lectures with teaching assistants, in each of two terms. Please send curriculum vitae and names of at least two references by 1 February 1987 to Prof. Bruce Sinclair, IHPST, Victoria College, 73 Queen's Park Crescent East, University of Toronto, Toronto M5S 1K7, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics - Italian Language and Illarature. One contractually limited position in the Professional Stream at the rank of Sessional Assistant Professor in Italian, commencing July 1, 1987. Position subject to budgetary approval by the University. Completed Ph.D. in Italian and demonstrated ability to teach language courses at all levels required. Experience in teaching literature courses in more than one period preferred. The position entails teaching a combination of language and literature courses at various levels and the development of a programme of productive research. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts sent to: Luisa Karumanchiry, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Toronto, Ontario M3J 1P3. Application deadline: January 15, 1987. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

JAPANESE

UNIVERSITY OF VICTORIA. Japanese Position. The Centre for Pacific and Oriental Studies at the University of Victoria invites applications for a Visiting Assistant Professorship, effective September 1987 and through the 1988-89 session. Primary responsibilities: teaching a new intensive Japanese course and one other language course or course related to the appointee's field; assisting the Program Director in developing and expanding the language program, and conducting research. Preference will be given to candidates who have a strong commitment to an oral communicative approach to language teaching and major interests in computer-assisted language instructions. Qualifications, (i) a Ph.D in Japanese literature or linguistics (applied linguistics preferred), (2) native or near native fluency in Japanese, (3) broad and sound training in teaching Japanese, (4) evidence of ability to teach language courses in an innovative and stimulating way, and (5) demonstrated potential for scholarly productivity. Salary depends upon qualifications and experience. Applicants should send a letter of application, a curriculum vitae, and three letters of recommendation by February 1, 1987 to Dr. Daniel Bryant, Director, Centre for Pacific and Orientel Studies, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Due to the Canadian Immigration regulations, this announcement is primarily addressed to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities to qualified male and female applicants

LABOUR STUDIES

McMASTER UNIVERSITY. Labour Studies. McMaster University has offered a 3-year B.A. in Labour Studies since 1981-82 and plans to introduce a Honours B.A. in Labour Studies in 1987-88. Subject to budgetary approval, a contractually-limited appointment will be made, at the Assistant Professor level, commencing July 1, 1987, in Labour Studies. Period of contract negotiable; salary commensurate with qualifications and experience. Candidate should be particularly interest in the role and status of women in the labour market and in the labour movement and/or in occupational health and safety are encouraged to apply. Candidates with other specializations will be considered. However, such candidate must qualify for appointment in one of the departments or schools of the Faculty of Social Sciences. The normal teaching load is divided between Labour Studies and the Department or School to which he/she is appointed in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and perme-

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nent residents of Canada. Applicants should send a curriculum vitae and the names of three referees to Dr. Frank E. Jones, Chairman of the Committee of Instruction, Labour Studies, McMaster University, Hamilton, Ontario. Applications will be accepted until January 31, 1987.

LIBRARY

MOUNT ALLISON UNIVERSITY. Cataloguing Librarian. The Ralph Pickard Bell Library invites applications, subject to budgetary approval, for a Cataloguing Librarian, who, under the supervision of the Head of Cataloguing will be responsible for cataloguing using UTLAS LC cataloguing experience and a strong background in German and Romance languages is desirable. Some reference desk duties are included. Qualifications: an undergraduate degree and an M.L.S. from an accredited library school. This is a probationary appointment at Librarian 1 or Librarian 2. 1986-87 salary ranges are: Librarian 1 $21,008 - $28,097 and Librarian 2 $27,084 - $35,185. Submit resume and names of three referees to: Mrs. Ruth Cunningham, Acting University Librarian, Ralph Pickard Bell Library, Mount Allison University, Sackville, New Brunswick E0A 3C0. This position is to be filled as soon as possible. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Library/Information Studies. Dalhousie University School of Library Service invites applications for a position of Assistant Professor, tenure track, effective July 1, 1987. Persons are sought with strengths in two or more of the following areas: information sources in science and technology, general and historical bibliography, government publications, and collections management. The School is small (65 full-time students in a two academic year programme) with an innovative integrated curriculum. Candidates should have demonstrated teaching ability and a commitment to scholarly research. Ph.D. in library and information studies preferred. Salary determined by Collective Agreement and commensurate with qualifications and experience. Please send applications complete with resume and names of three referees to: Dr. Mary Dykstra, Director, School of Library Service, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H8. Deadline for applications is February 15, 1987. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

LINGUISTICS

McGILL UNIVERSITY. Department of Linguistics. Assistant Professor, tenure track, effective September 1, 1987. Qualifications: Ph.D. in Linguistics, with specialization in generative morphology and syntax; ability to teach undergraduate and graduate courses in these areas as well as a general introductory course and a course in non-Indo-European language (preferably Amerindian), demonstrated excellence in teaching and research in the areas of specialization. Duties: undergraduate and graduate teaching, research guidance in morphology and syntax, departmental responsibilities. Salary: McGill scale. Deadline for applications: February 1, 1987 or when filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and residents in the first instance. Send applications and supporting documents to: Chairman, Department of Linguistics, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5.

McGILL UNIVERSITY. Department of Linguistics. Assistant professor, tenure track, effective September 1, 1987, subject to budgetary approval. Qualifications: Ph.D. in Linguistics with specialization in the study of 1st and 2nd language acquisition within the framework of current linguistic theory; ability to teach undergraduate and graduate courses in these areas as well as a general introductory course and an intermediate-level course in at least one of the core areas; demonstrated excellence in teaching and research in the fields of specialization. Research guidance and departmental responsibilities. Salary: McGill scale. Deadline for applications: February 28, 1987 or when filled. In accordance with Canadian Immigration requirement, this advertisement is directed to Canadian citizens and residents in the first instance. Send applications and supporting documents to: Chairman, Department of Linguistics, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5.

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in Linguistics, commencing July 1, 1987. Position subject to budgetary approval by the University. Required qualifications: Ph.D. in Linguistics, teaching experience and publications. The successful candidate will be able to teach undergraduate courses in several of the following areas: field methods, phonology, second language acquisition, and grammatical structure of English. Graduate teaching and supervision is a future possibility. A background in sociolinguistics would be an advantage. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts sent to: Luisa Keramanchiri, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Toronto, Ontario M3J 1P3. Application deadline: January 15, 1987. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

LAW

UNIVERSITÉ D'OTTAWA. Faculté de droit. Postes d'enseignement à temps plein dans la Section de 'Common Law', 1er juillet 1987, sous réserve d'approbation budgétaire. Conformément aux exigences du Ministère d'Emploi et Immigration Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Soumettre votre demande à: Monsieur H.A. Hubbard, doyen, Faculté de droit, Section de 'Common Law', Université d'Ottawa, Ottawa, (Ontario) K1N 6N5. Nous sollicitons plus particulièrement la candidature de juristes compétents en langue française pour enseigner la 'Common Law' dans cette langue.

UNIVERSITY OF OTTAWA. Faculty of Law. Applications are invited for full-time teaching positions in the Common Law Section from July 1, 1987, subject to budget approval by the University. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be addressed to Dean H.A. Hubbard, Faculty of Law, (Common Law Section), University of Ottawa, Ottawa, Ontario, K1N 6N5. Applications are particularly invited from persons competent to offer Common Law instruction in the French language.

MATHEMATICS

UNIVERSITY OF WINNIPEG. Mathematics and Statistics. The Department of Mathematics and Statistics invites applications for a tenure track position at the Assistant Professor Level. Preference will be given to applicants in the areas of algebra, analysis or discrete mathematics. Duties will include teaching at the undergraduate level and research. Candidates must have a Ph.D. and potential for excellence in research and effective teaching. The position will commence September 1, 1987 at the latest. The deadline for submissions of applications is January 15, 1987. Applicants should provide a curriculum vitae and should arrange to have three letters of reference sent directly to the following address: Dr. K. Armstrong, Acting Chair, Department of Mathematics and Statistics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.'s for a limited term Assistant Professorship, subject to budget approval, beginning July 1, 1987, for a term of up to three years. Duties consist of research and teaching and candidates must demonstrate clear strength in both. The University of Toronto encourages both men and women to apply for this position. Applicants should send their complete curriculum vitae, together with list of publications, and arrange to have at least three recent letters of reference sent directly to: Professor D.K. Sen, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. To insure consideration, applications and letters of reference should be received by February 15, 1987. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents in Canada only.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Mathematics/Statistics. Applications are invited for a one year Sabbatical replacement position, subject to budgetary approval, at the rank of assistant professor. Candidates should have a Ph.D. in the appropriate field or a master's degree with extensive experience. Duties include teaching undergraduate courses in statistics and mathematics and research. Applications, including a curriculum vitae and the names of three referees should be sent to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Mathematics and Statistics. The department has two positions available from July 1, 1987. One is a three-year renewable (tenure-track) position and the other is a three-year Queen's National Scholarship which might become tenure track. Candidates should have demonstrated potential in research and teaching. Outstanding candidates in any field will be considered, but the department is particularly interested in applicants who work in analysis, probability or statistics. Salary will depend on experience and qualifications. Applicants should send a vita to: Professor L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. Applicants should arrange for three letters of recommendation to be sent to the above address. At least one letter should comment on the candidate's teaching ability. Applications should be sent as soon as possible. The closing date for applications is January 31, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position in Algebra starting July 1, 1987. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor H.I. Freedman, Acting Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1987. Please refer to File AMD4 when responding to this advertisement.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position in Partial Differential Equations starting July 1, 1987. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor H.I. Freedman, Acting Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1987. Please refer to File AMD3 when responding to this advertisement.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position in Optimization and Control starting July 1, 1987. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor H.I. Freedman, Acting Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1987. Please refer to File AMD5 when responding to this advertisement.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position at the Assistant Professor level starting July 1, 1987. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor H.I. Freedman, Acting Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is January 31, 1987. Please refer to File AMD6 when responding to this advertisement.

MOUNT ALLISON UNIVERSITY. Mathematics. Applications are invited for a tenure-track position at the rank of assistant professor, associate professor or professor, beginning July 1, 1987. While any area of specialization will be considered, the ability to teach undergraduate courses in computer science or statistics will be an asset. Applicants should hold a Ph.D. (or equivalent) and will be expected to carry out teaching and research as well as contribute to the general activities of the department. Salary ranges for 1987-88 are: $28,689 - $41,300 for assistant professor; $35,568 - $57,924 for associate professor; $44,740 - $69,962 for professor. Applications, including a curriculum vitae and the names of three referees should be sent to: E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Mathematics. Applications are invited for two one-year replacement positions (subject to budgetary approval) at the rank of assistant professor, beginning July 1, 1987. While any area of specialization will be considered, the ability to teach undergraduate courses in computer science will be an asset. Applicants should hold a Ph.D. Duties will include undergraduate teaching and research. Salary range for assistant professor for 1987-88 is $28,689 to $41,300. Applications, including a curriculum vitae and the names of three referees, should be sent to: E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Combinatorics & Optimization. Applications are being accepted for the position of Assistant Professor in the area of Continuous or Discrete Optimization, starting on or before September 1, 1987. A PhD degree is required and candidates should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send resumes and the names of three references to Professor P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent PhD graduates appointed as Assistant Professors. Applications from women candidates are particularly welcome.

McMASTER UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure track Assistant Professorship starting July 1, 1987. Candidates should have a Ph.D. and proven research ability in some area of Mathematics related to Analysis, as well as capability in teaching. Salary base on qualifications and experience 1986/87 minimum is $27,639. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to: B. Banaschewski, Chairman, Mathematics & Statistics, McMaster University, Hamilton, Ontario, L8S 4K1, Canada.

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. Visiting Faculty Appointments. The Department of Mathematics and Statistics of Simon Fraser University invites applications for visiting appointments for 1987/88. Fields of particular interest are Statistics, Numerical Analysis, and Applied Mathematics, although some opportunities exist in other fields. A solid research and publication record is expected. Preference will be given to candidates eligible for employment in Canada at the time of application. The number of positions available is subject to budgetary constraints. For further information regarding salary, teaching load and term of appointment of these open-rank positions, contact: Dr. A.R. Freedman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. Dept. of Math. Applications are invited for two tenure track positions in the Department of Mathematics at the level of Assistant or Associate Professor for the academic year beginning 1 July 1987. One position will be in the area of Differential Equations - Dynamical Systems. The second position will be in the area of Control Theory and Optimization. The positions are subject to final budgetary approval. Candidates must have a Ph.D. and demonstrated potential for excellent research and the ability to teach undergraduate and graduate courses in the department. The level of appointment and salary will be based on experience and research record. Applicants must include a complete C.V. and arrange for at least 3 letters of reference to be mailed directly to: Head, Department of Mathematics, The University of British Columbia, Vancouver, Canada V6T 1Y4. Applications received after February 28, 1987 will be considered only if a position remains unfilled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Erindale Campus. Department of Mathematics. Applications are invited for a tenure-stream position at the level of Assistant Professor. This position is subject to budgetary approval. Duties consist of research and teaching and candidates must demonstrate clear strength in both. The University of Toronto encourages both men and women to apply for this position. Applicants should send their complete curriculum vitae, together with list of publications, and arrange to have at least three recent letters of reference sent directly to: Professor D.K. Sen, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To ensure consideration, applications and letters of reference should be received by March 1, 1987. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents in Canada.

MEDICINE

UNIVERSITY OF ALBERTA. Directorship - Neurology. The University of Alberta invites applications for the Directorship of the Division of Neurology in the Department of Medicine. The University of Alberta Hospitals are a tertiary care facility with an active staff of five physicians in Neurology. Current University of Alberta salary levels are: Associate Professor $39,620.00 to $57,236.00; Professor $50,630.00 to $63,421.00 excluding practice income and supplementary allowances. Salary level negotiable in accordance with experience and qualifications. Applicants must have M.D. along with appropriate subspecialty in Neurology. Additional research training to the Ph.D. level would be welcome but not essential. This is an exciting time at the University of Alberta with the recent opening of a new $650-million Health Sciences Centre and accessibility to the Alberta Heritage Foundation for Medical Research Fund. It is an opportunity for an individual with creative aspirations and skills to build an academic Division using both M.D. scientists as well as Ph.D.'s working on the leading edge of science. The successful applicant will be expected to have sufficient energy and influence that he will be able to attract Ph.D. researchers and funding in his efforts to enlarge the research base. He must also be able to attract outstanding clinicians for the evergrowing needs of this region. The University is an equal opportunity employer. Please mail your applications along with the names of three referees within 60 days of this advertisement to Dr. E.G. King, Chairman, Department of Medicine, Room 2F1.19 Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2R7.

UNIVERSITY OF ALBERTA. Department of Medicine. Applications are invited for a position as a Research Scholar in the Division of Hematology at the Assistant/Associate Professor ($31,612 to $45,340; $39,620 to $57,236). The successful candidate must have M.D. and appropriate subspecialty in Hematology. Further training to the Ph.D. level would be welcome but not essential. The position combines a research program with clinical and teaching responsibilities. Candidates should have a special interest in hemostasis thrombosis. This position will be long-term and will be funded through and external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. The University of Alberta is an equal opportunity employer, but in accordance with Canada Employment and Immigration regulations priority will be given to Canadian citizens and permanent residents. Candidates should forward their curriculum vitae, outlines of their research interests and the names of three references to Dr. E.G. King, Chairman, Department of Medicine, Room 2F1.19 Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. Closing date 60 days after the appearance of this advertisement.

UNIVERSITY OF ALBERTA. Directorship - Endocrinology. The University of Alberta invites applications for the Directorship of the Division of Endocrinology in the Department of Medicine. The University of Alberta Hospitals are a tertiary care facility with an active staff of five Endocrinologists. A new Metabolic Day Care facility has recently been opened to the public in the Health Sciences Centre. Current University of Alberta salary levels are: Associate Professor $39,620.00 to $57,236.00; Professor $50,630.00 to $63,421.00 excluding practice income and supplementary allowances. Salary level negotiable in accordance with experience and qualifications. Applicants must have M.D. along with the appropriate subspecialty in Endocrinology. Additional research training to the Ph.D. level would be welcome but not essential. This is an exciting time at the University of Alberta with the recent opening of a new $650-million Health Sciences Centre and accessibility to the Alberta Heritage Foundation for Medical Research Fund. It is an opportunity for an individual with creative aspirations and skills to build an academic Division using both M.D. scientists as well as Ph.D.'s working on the leading edge of science. The successful applicant will be expected to have sufficient energy and influence that he will be able to attract Ph.D. researchers and funding in his efforts to enlarge the research base. He must also be capable of attracting outstanding clinicians for the ever-growing needs of this region. The University is an equal opportunity employer. Please mail your applications along with the names of three referees within 60 days of this advertisement to Dr. E.G. King, Chairman, Department of Medicine, Room 2F1.19 Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2R7.

UNIVERSITY OF ALBERTA. Directorship - Infectious Diseases. The University of Alberta invites applications for the Directorship of the Division of Infectious Diseases in the Department of Medicine. The University of Alberta Hospitals are a tertiary care facility with an active staff of six physicians in Infectious Diseases. The Division was recently moved into the new Health Sciences Centre. Current University of Alberta salary levels are: Associate Professor $39,620.00 to $57,236.00; Professor $50,630.00 to $63,421.00 excluding practice income and supplementary allowances. Salary level negotiable in accordance with experience and qualifications. Applicants must have M.D. along with the appropriate subspecialty in Infectious Diseases. Additional research training to the Ph.D. level would be welcome but not essential. This is an exciting time at the University of Alberta with the recent opening of a new $650-million Health Sciences Centre and accessibility to the Alberta Heritage Foundation for Medical Research Fund. It is an opportunity for an individual with creative aspirations and skills to build an academic Division using both M.D. scientists as well as Ph.D.'s working on the leading edge of science. The successful applicant will be expected to have sufficient energy and influence that he will be able to attract Ph.D. researchers and funding in his efforts to enlarge the research base. He must also be capable of attracting outstanding clinicians for the ever-growing needs of this region. The University is an equal opportunity employer. Please mail your applications along with the names of three referees within 60 days of this advertisement to Dr. E.G. King, Chairman, Department of Medicine, Room 2F1.19 Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2R7.

MISERICORDIA HOSPITAL. Part Time Clinical Chief, Department of General Practice. The Misericordia Hospital is a 558 bed active treatment hospital located in the west end of the city. Affiliated with the University of Alberta, the Hospital has a Family Practice Clinic and is active in teaching Family Medicine Residents as well as Interns, Medical Students and Residents in other training programs. Applications are invited for the position of Part Time Clinical Chief, Department of General Practice. The successful applicant will be responsible for a Department of General Practice consisting of 65 Active members as well as 28 Courtesy members. The incumbent will be expected to devote half days to the duties of the Chief and the remainder of the time to be spent in active clinical practice. The incumbent must have proven skills in administration and will be responsible for the overall direction of the members of the Department. Qualifications of this position include a minimum of certification by the College of Family Practice and at least five years of clinical practice experience within a hospital setting. The successful applicant must be eligible for licensure by the College of Physicians and Surgeons of Alberta. Preference will be given to Canadian citizens. Salary will be negotiable. Please forward curriculum vitae and names of three references by January 15, 1987 to: Dr. D.C. Perry, Vice President, Medical, Misericordia Hospital, 16940-87 Avenue, Edmonton, Alberta, T5R 4H5.

UNIVERSITY OF ALBERTA. Occupational Therapy. The Department of Occupational Therapy at the University of Alberta will be pleased to receive applications from qualified individuals who wish to join a growing and exciting faculty with undergraduate and graduate programs in occupational therapy. Tenure-track positions exist at the Assistant Professor and Associate Professor levels throughout the specialty areas. A rich resource base exists within the university and the Faculty to pursue research endeavours and scholarly works. Interested candidates must possess a doctoral degree. Salary will be commensurate with qualifications at either the Assistant Professor range of $31,612-45,340 or the Associate Professor range of $39,620-57,236. Starting date: July 1, 1987. Please send curriculum vitae, names of three referees and a statement of teaching and research interests to: Martha C. Piper, Ph.D., Dean, Faculty of Rehabilitation Medicine, 316 Corbett Hall, University of Alberta, Edmonton, Alberta T6G 2G4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline for receipt of applications is February 1, 1987.

UNIVERSITY OF ALBERTA. Rehabilitation Medicine. Applications are invited for a full-time tenure track appointment in the Faculty of Rehabilitation Medicine at the University of Alberta for July, 1987. The University of Alberta offers B.Sc. and M.Sc. degrees in Physical Therapy, Occupational Therapy, and Speech Pathology and Audiology. Qualified candidates must possess a doctoral degree and have expertise in health care evaluation, research design and biostatistics. Salary will be commensurate with qualifications at either the Assistant Professor range of $31,612-45,340 or the Associate Professor range of $39,620-57,236. Responsibilities include 1) undergraduate and graduate teaching and staff consultation in the areas of health care evaluation and research methodology, and 2) research and scholarly work in an area of rehabilitation medicine. Experience in preparing grants for external funding agencies would be an asset. Qualified applicants should send a curriculum vitae, and state their teaching and research interests, together with the names of three referees to: Dr. Martha C. Piper, Dean, Faculty of Rehabilitation Medicine, 316 Corbett Hall, University of Alberta, Edmonton, Alberta T6G 2G4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline for receipt of applications is January 31, 1987.

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF MEDICINE. Department of Pediatrics. The University of Saskatchewan is seeking a Pediatric Endocrinologist-Metabolic Disease Specialist. Qualifications: Must include general pediatric training, special training in Pediatric Endocrinology-Metabolism, F.R.C.P.(C) in Pediatrics. Rank Assistant Professor. Salary: Commensurate with qualifications and service. Duties: general pediatric duties including inpatient & outpatient activities; on call roster; pediatric-endocrinology service, teaching undergraduate medical students and residents, clinical investigation and/or research in pediatric endocrinology-metabolism. The candidate should be prepared to undertake general pediatric responsibilities in an academic University Hospital setting. In addition to specialty practice of pediatric endocrinology-metabolism. Apply to: Dr. M.H.K. Shokeir, Professor and Head, Department of Pediatrics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Faculty of Medicine. Division of Urology. Applications are invited for a position at the rank of Research Associate. The successful candidate must have a Ph.D. with at least 2 years of postdoctoral research experience in mammalian protein carboxyl methylation-demethylation systems. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Applicants should forward their curriculum vitae, a list of their publications, an outline on their research experience and the names of three (3) references by January 20, 1987 to: Dr. Claude Gagnon, Director, Urology Research Laboratory H6, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, H3A 1A1, Quebec, Canada.

McGILL UNIVERSITY. Faculty of Medicine. Division of Urology. Applications

are invited at the rank of assistant professor. This successful candidate must have a Ph.D. or MD, eligible for scholarship from organizations supporting biomedical research and have 2 years of postdoctoral research experience. The candidate is expected to develop an independent research program in bladder physiology and pharmacology. In accordance with canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Forward an application letter, curriculum vitae, a list of publications, support letters from 3 referees before March 1, 1987 to: Dr. Claude Gagnon, Urology Research Laboratory, Royal Victoria Hospital, 687 Pine Avenue West, Room H.6.46, Montreal, H3A 1A1, Quebec, Canada.

UNIVERSITY OF SASKATCHEWAN, Head - Department of Medical Imaging. The College of Medicine, University of Saskatchewan, is seeking applicants for the above full-time academic appointment, which includes headship of the University Hospital Department of Diagnostic Radiology. Facilities are located in the new extension of the University Hospital. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested parties may contact Dean Ian McDonald for details (College of Medicine, 5B103, Health Sciences Building, Saskatoon, Saskatchewan S7N 0X0) or by a collect call to (306) 966-6155.

EDMONTON GENERAL HOSPITAL AND UNIVERSITY OF ALBERTA. Director of Geriatric Medicine. The Edmonton General Hospital and the University of Alberta are seeking a physician to serve as Clinical Department Head of Geriatric Medicine at the Edmonton General Hospital and Director of the Division of Geriatric Medicine in the Department of Medicine at the University of Alberta. The Department of Geriatric Medicine at the Edmonton General Hospital operates in the modern 280 bed Youville Wing in association with the acute care facilities of the Edmonton General Hospital. The Director is responsible for patient care, teaching, research, and administrative activities undertaken by physicians within the Department of Geriatric Medicine. He/she will also be responsible for the development of components of programs in geriatric medicine in other teaching hospitals affiliated with the University of Alberta if there are presently nine clinical and academic positions for full-time medical staff in geriatric medicine, including psychogeriatricians. The Hospital and the University are looking for a physician with leadership and administrative skills, as well as educational and research experience in geriatric medicine. Candidates should be fully qualified geriatricians fulfilling the requirements of the Royal College of Physicians and Surgeons of Canada. Academic rank and remuneration will be dependent on qualifications. Applicants should reply by December 31, 1986, enclosing curriculum vitae and the names of three referees to: Mr. David Hart and Dr. Douglas R. Wilson, Co-Chairmen, Search and Selection Committee, Edmonton General Hospital, 11111 Jasper Avenue, Edmonton, AB T5K 0L4. The Edmonton General Hospital and University of Alberta are equal opportunity employers but, in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Mho Group in the Radiation Sciences. Postdoctoral position starting January 1, 1987, to study mechanisms of DNA repair in cultured human cells. Applicants should have training in biochemistry/molecular biology. Current projects include: changes in chromatin structure during DNA excision repair; the genomic distribution of repair events; and, the role of Poly(ADP-ribose) in DNA excision repair. In accordance with Canadian employment requirements, preferance will be given to Canadian citizens and permanent residents; however, if no suitable candidate is found, candidates of any nationality will be considered. Salary will be based on the NRC scale (e.g. $19,200 in the first year after recalpt of a Ph.D.). Applicants should sent c urriculum vitae lo Dr. Oarat J. Hunting, MRC Group in the Radiation Sciences, Faculty of Medicine, University of Sherbrooke, Sherbrooke, Quebec, JIH 5N4.

UNIVERSITE DE SHERBROOKE. Groupe CRM en Sciences des Redtelions. Poste de chercheur post-doctoral débutent le ter jenvier 1987, dans le but d'étudier des mécanismes de réparation de l'ADN sur des cellules humaines en culture. Les candidats devront posséder un formation en biochimie/biologie moléculaires. Les projets en cours concernent les chengements dens la structure de la chromatine durant la réparation de l'ADN, le distribution de la réparation dans la génome et le rôle du poly(ADP-ribose) dens la réparation de l'ADN par excision. Selon les règlements de la loi sur l'emploi au Canada, la préférence sera accordée aux Canadiens et aux résidents permanents; cependant, à défaut d'un tel candidat, les candidats de nationelité différente seront pris en considération. Le salaire sera selon l'échelle livde par le CRM, soit $19,200 pour la première année après l'obtenlion du Ph.D. Les personnes intéressées sont priées d'envoyer leur curriculum vitae au Dr. Dorel J. Hunting, Groupe CRM en sciences des redtalions, Feculté de médecine, Universilé de Sherbrooke, Sherbrooke, Québec, JIH 5N4.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Microbiology. Research Associate in Molecular/Cellular Immunology. Applications are invited for this position to molecularly characterise and study the function of antigen-specific factors, from T cell clones and hybridomas, able to regulate the class of response (cell mediated or humoral) an antigen induces. On-going work in this laboratory is directed at modulating the class of immune response in model systems. Specific factors will be employed to benefit the candidate anti-tumor and anti-parasitic responses Applicants should have 2-3 years research experience since obtaining their Ph D or M D degree. A background in Immunology/microbiology, with experience in purifying and characterising proteins, and in model cell-function assays is required The position is for a minimum of 2 and up to 5 years depending on continued availability of funding. The salary will be in accord with MRC guidlines ($22,530 $25,750/annum). Interested applicant should send a C.V., a brief description of their past work and particular interests, and the names and addresses of three referees, to Dr. Peter A Bretscher, Immunology Group, Microbiology, University of Saskatchewan, Saskatoon, Canada S7N 0W0, before January 15, 1987. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

MUSIC

UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in the Music Education Division of the Faculty of Music. Qualifications: Ph.D or equivlent in music education with specialization in choral or instrumental music education. Candidate should have expertise in two of the following areas: foundations and principles of music education, elementary music education, conducting; instrumental methods. The candidate must be prepared to teach several undergraduate music education courses including choral or instrumental techniques and research. A proven research interest and capability is essential, with preparation of future graduate teaching. Salery commensurele with qualifications and experience. Address applicetion with CV and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada M5S 1A1. Closing dale of appointment: July 1, 1987. Closing dala: When position is filled. In accordance with Canadian immigretion requirements this advertisement is directed to Canadian citizens and permanent residants of Canada. This appointment is subject to University approval.

THE UNIVERSITY OF BRITISH COLUMBIA. School of Music. Notice of Vacancy in Voice. Position: Full-time Assistant or beginning Associate Professor (tenure-track), subject lo final budgetary approval. 2. Qualifications: Graduate degree(s) or compensating training and professional experience. A proven record of achievement as a singer, with clear potential for a continuing career. Extensive knowledge of the song and operatic repertoires. Demonsrrabie commitment to teaching with experience at various levels. 3. Duties: Undergraduate and graduate studio teaching. Courses in the area of vocal repertoire. Participalion in the opera program an eventual possibility. 4. Salary: Appropraote to rank of appointment end accordlng to qualifications and experience. 5. Applications and Inquiires: Dr. William E. Benjamin, Director, School of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C., V6T 1W5. Please submit: Letter of application and educational-professional resume', including documretition of teaching experience end names, telephone numbers, and addrasses of three referees. Representative high-fidelity audio tape, approximately one-half hour long, indicative of artistry in several styles. 6. Application Deadline: July 1, 1987. 7. Closing Dale for Applications: February 6, 1987, or until position filled. Nota: The University of British Columbie offers equal opportunity in employmentt to qualified mala and lemele candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Music. Applications are invited for a tenure-track appointment at the Assistant Professor level. The availability of the position is subject to Academic Budgetary approval. Requirements are a Ph.D or equivalent training and professional achievement in one of the following areas: Music Theory/History; Theory & Criticism; Performance. Documenlation of continuing research or creative activity in the field of specialization. Clear indications of successful teaching experience at the University level. Expertise and experience in conducting an asset. Responsibilities will depend upon qualifications: to teach a veriety of undergraduate courses including introductory theory or history; to take an active role in the growth of the M.A. programme in Music Criticism; to conduct University ensembles or to coach chamber groups. Salary commensurate with qualifications end experience. The salary floor at the Assistani Professor level is 1986-87 is $27,636. Applications, including curriculum vitae, and confidenliel letters of reference sent by three academic referees, should be addressed to: Dr. H. Hariwell, Chairmen, Department of Music, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2 Effective date of appointment is July 1, 1987. Applicalione accepted until position is filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. McMaster University offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF OTTAWA. Department of Music. Applications are invited for a tenure-track position in music theory at the assistant professor level, available July 1, 1987 The candidate should hold a doctorate in Music Theory end have some teaching experience at the post-secondary level. Competence in other areas would be an asset Preference will be given to bilingual candidates (French-English), in accordance with Candian Immigration requirements this advertisement is directed to Canedian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded prior to January 1, 1987, to Prof. Cynthie Floyd, Chairmen, Department of Music, University of Ottawa, Ottewa, Ontario, KIN 6N5.

UNIVERSITE D'OTTAWA. Département de Musique. Le Département de musique annonce l'ouverture d'un poste de professeur d'écriture menant à la permanence, au rang d'adjoint, à compter du ter juillet 1987. La personne choisie devrait détenir un doctorate en musique (théorie) et posséder de l'expérience dans l'enseignement post-secondaire. Toute compétence en un autre domaine serait un aventage. Nous accorderone la préférence aux candidats bilingues (Français-Anglais). Conformément aux dispositions de l'immigretion canadienne, ce poste s'adresse aux citoyens canadens et résidents permanents. Les candidatures accompagnées d'un curriculum vitae et des noms et adresses de trois répondants doivent être envoyées avant le 1 janvier 1987 à Mme Cynthie Floyd, Directeur, Département de musique, Université d'Ottawa, Ottawa (Ontario), K1N 6N5.

QUEEN'S UNIVERSITY. Department et Music. Position in Musicology. Position: Lecturer or Assistant Professor. Tenure-track appointment. Qualifications Ph.D. required. Musicological specializing in Medieval/Renaissance periods. Duties: Teaching of undergraduate courses. Research and collegial activities. Assistance with Collegium Musicum. Salary: Commensurate with rank. Appointment Date: September 1, 1987. Closing Dale: Febuary 15, 1987. Applications: Letters of application, together with curriculum vitae and letters of reference, should be sent to: Prof. C.Q. Crawley, Professor and Acting Head, Department of Music, Queen's University, Kingston, Ontario, K7L 3N6. In accordance with Canadian Immigration requirements this advertisement is directed to Canedian Citizens and permanent residents.

NURSING

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. The Faculty of Nursing, University of New Brunswick, invites applications from nurses prepared at the graduate level in psychiatric/mental health nursing with clinical expertise in these areas. Applicants must be atigible for registration in New Brunswick. Starting Date: July 1, 1987 Rank and salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canedian citizens and permanent residents. Send letter of application, curriculum vitae, and names, addresses and phone numbers of 3 references to: Prof. J. McWhirter, Dean, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

OCEANOGRAPHY

ROYAL ROADS MILITARY COLLEGE. Physical Oceanography. Royal Roads Military College invites applications for a tenure track position at the Assistant or Associate Professor level in physical oceanography beginning 1 August 1987. Duties include teaching at the undergraduate and graduate level, supervision of graduate students, and research. Applicant is required to have a PhD in physical oceanography and expertise in numerical or analytical modelling with some knowledge of observational techniques. Experience in military applications would be an asset. Salary will be commensurate with qualifications and level of appointment. Send curriculum vitae and the names of three references to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C., V9S 1B9. Applications will be received until a suitable candidate is found. Open to Canadian citizens and landed immigrants only. Royal Roads Military College offers equal employment opportunities to qualified female and male applicants.

OCCUPATIONAL THERAPY

DALHOUSIE UNIVERSITY. Occupational Therapy. The School of Occupational Therapy, Dalhousie University, invites applications for twelve-month, full-time tenure-track faculty positions, available July 1, 1987, or earlier. Successful candidates will be occupational therapists with a doctoral degree (master level will be considered) and expertise in psychosocial neurophysiological, biomechanical, and/or rehabilitative approaches to occupational therapy. A condition of tenure track employment is that candidates are carrying out research currently or have the capacity and willingness to do so independently. Responsibilities of faculty in the School include undergraduate teaching, research and assigned administrative duties. This is a relatively new School with an innovative baccalaureate curriculum and plans for a graduate program. Excellent opportunities exist for independent and collaborative research in a multidisciplinary Faculty of Health Professions. Salary and rank will be commensurate with qualifications and experience. Liberal fringe benefits include tuition waivers. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send resume with the names, addresses and telephone numbers of three referees to Professor Barbera O'Shea, Associate Professor and Director, School of Occupational Therapy, Dalhousie University, Room 215, Forrest Building, Halifax, Nova Scotia, B3H 3J5, (902) 424-8004.

OFFICE ADMINISTRATION

MOUNT SAINT VINCENT UNIVERSITY. Office Administration. Applications are invited for positions in the Department of Office Administration, to commence July 1, 1987. The positions oller en opportunity to plen, develop and teach undergraduate courses and courses in office administration and secretarial subjects The successful applicants should have e background in office and information systems, subject to approval by management, Information processing and office management Minimum requirement is a Master's degree with a major in Business Education and undergraduate courses in secretarial studies. Salary commensurate with rank or experience. Letter of application, curriculum vitae and names of referees should be submitted to: Dr. Susan Clerk, Dean of Human and Professional Studies, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

PHILOSOPHY

UNIVERSITY OF ALBERTA. Temporary Positions in Philosophy. The University of Alberta, Department of Philosophy has openings for approximately three eight-month positions at the rank of Lecturer from September 1, 1987 to April 30, 1988 The current salary for appointees who have completed their Ph.D will be approximately $21,900 (including holiday pay). Salaries for those without the Ph.D will be at a slightly lower rate. Applicants should be specialists in the area of deductory philosophy and introductory Informal logic. Other areas in which qualified instructors are sought are: ancient are philosophy of mind, social philtosophy, philosophy and medicine, business ethics and philosophy and environment. Applications, which should include three letters of reference, should be sent to Dr. W.H. Sharp, Chairmen, Department of Philosophy, University of Alberta, Edmonton, Alberta T6G 2E5 by February 1, 1987. The University of Alberta is an equal opportunity employer but, in accordance with Canedian Immigration regulements, lhis advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS UNIVERSITY. Philosophy. Applications are invited for a full-time tenure-track position in the Department of Philosophy at the rank of assistant professor, beginning July 1, 1987, subject to budgetary approval. Must have a Ph.D.; preferance will be given to those candidates well acquainted with both madiaval and contemporary Thomism, and with a demonstrated ability and success at teaching undergraduates. The successful applicant will be expected to teach a variety of courses including philosophy, introductory logic, and moral philosophy, as well as something in the area of their specialty. Current salary range for assistant professor: $30,568 - $44,454. Curriculum vitae, names of three referees, and other supporting documentation should be sent to Dr. Fronek Cronin, Chairman, Department of Philosophy, St. Thomas University, P.O. Box 4500, Fredericton, N.B., E3B 5G3. Applications accepted until position is filled. In accordance with Canadran immigration regulations, this advertisement is directed to Canadian citizens and permanent residents

TRENT UNIVERSITY. Philosophy. Pending budgetary approval, the Department of Philosophy will be making a one-or two-yeer term appointment at the Lecturer or Assistant Professor level, to teach the history of philosophy The successful applicant will be proficient in at least two of Greek philosophy, medieval philosophy, and modern philosophy. A completed Ph.D is pretered but not mandatory As of March 1st, 1987, the base salary will be $27,636 for Lecturer and $29,250 for Assistant Professor. Letters of applications should be sent to Professor David Gallop, Acting Chairman, Department of Philosophy, Trent University, Peterborough, Ontario K9J 7B8; they should include a curriculum vitae and names of at least three referees. The closing date for applications is January 31st, 1987. In accordance with Canadian immigration requirements this advertisement is directed to Canedian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Department of Philosophy. A Sessional Professor, tenure-stream. 2. PhD required. 3. Duties consist of research and teaching and preference will be given to those who presenl evidence of strong undergraduate teaching ability. Area of expertise: logic and philosophy of science. 4. Current base salary - Assistant Professor - $27,000 (under review). 5. Send applications to Professor F. Cunningham, Chairperson, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1, together with a complete dossier which includes a CV and at least three letters of reference. 6. Effective 1 July, 1987 7 Deadline: 31 December, 1986. In accordance with Canadian Immigration requirements, lhis advertisement is directed toward Canadian citizens and permanent residents. British Commonwealth citizens are encouraged to apply.

UNIVERSITY OF TORONTO. Philosophy at St. Michael's College. 1 Associate or Full Professor, tenured 2 PhD with strong record in research and teaching. 3 Duties consist of research and teaching and candidates must demonstrate clear strength in both, with a publication record sufficient to warrant an immediate appointment to the School of Graduate Studies Areas of expertise: medical ethics and contemporary Catholic philosophy. 4. Current salary: competitive 5. Send applications to Professor F. Cunningham, Chairperson, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1, together with a complete dossier which includes a CV and at least three letters of reference. 6. Effective 1 July, 1987. 7. Deadline: 31 December, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents Both women and men are encouraged to apply.

UNIVERSITY OF OTTAWA. Positions in Philosophy. The Philosophy Department of the University of Ottawa invites applications for two (2) tenure-track positions, at the rank of assistant or associate professor, to begin on 1 July 1987. Fields of Interest: 1) Specialization in Early Modern Philosophy (17th Century Philosophy); 2) Specialization in Contemporary Philosophy (other fields of Ethics and Theory of Knowledge). Qualifications. Ph.D. required. Experience in teaching and research. Publications. Working knowledge of English and French. Salary: According to the Collective Agreement. Closing date for receipt of applications: 15 January 1987. Send applications, with curriculum vitae and three letters of reference, to: Guy LaFrance, Director, Department de Philosophy, University of Ottawa, Ottawa, Ontario, KIN 6N5. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Postes en Philosophie. Le département de philosophie de l'Université d'Ottawa annonce l'ouverture de deux (2) postes de professeurs adjoints, au rang d'adjoint ou d'agrégé. Entrée en fonction le ler juillet 1987. Champs de Spécialisation 1) Spécialisation en philosophie moderne (XVIIe siècle) (période cartésienne); 2) Spécialisation en philosophie contemporaine dans les domaines de l'éthique et de la théorie de la connaissance) Critères de Sélection: Doctorate en philosophie. Expérience d'enseignement et de recherche. Publications. Compétence linguistique: français et anglais. Traitement: Selon les normes de la convention collective. Adresser lettre de candidature accompagnée de trois lettres de recommandation, avant le 1 février 1987, à: Guy LaFrance, Directeur, Département de philosophie, Université d'Ottawa, Ottawa, Ontario, KIN 6N5 Conformément aux exigances da l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

PHYSICAL EDUCATION

UNIVERSITY OF SASKATCHEWAN. Coordinator/Physical Education Activities are invited for two tenure-track positions at the Assistant Professor level (1985-86 Salary Scale: $29,501 to $38,009). One position is dependent upon budget approval Applicants must have a Ph.D. by the appointment date Appointments would be effective July 1, 1987. The College of Physical Education offers a four-year Bachelor of Science degree in Physical Education (B.P.E.). The program is planned to provide a sound liberal arts background, an area of academic specialization and a comprehensive professional education in the undergraduate program two routes are available to students: a physical education route and a science route The College offers a program in Graduate Studies leading to an M.Sc. degree. Successful applicants are expected to establish a vigorous applied or theoretical research program. The research interests of the candidate may be similar with present expertise existing in the College. Direct involvement in the graduate program is assumed The applicants should be capable of teaching one or more physical education and/or leisure studies theory courses at the undergraduate level. Interested applicants should include in their application a short statement defining their research interests and undergraduate teaching capebilities. This statement along with a curriculum vitae and names of three academic referees should be sent to: Dr. R.L. Mirwald, Dean, College of Physical Education, University of Saskatchewan, Saskaloon, Saskatchewan, S7N 0W0. Closing dele for receipt of applications is January 31, 1987. In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are for a period of 1 year and are renewable for a second year by mutual agreement. Salary teaching may be by arranged. A brochure outlining current research programs will be senl on request Applicants should send a resume and names of 3 references to Prof. J. D. Leslie, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Applications from women candidates are particularly welcome.

POLITICAL SCIENCE/STUDIES

UNIVERSITY OF TORONTO. Political Science. 1. Assistant Professor, tenure vilted to apply Applicants must send: curriculum vita, names and addresses of three referees, graduate university transcripts and statement of research goels to: Chairman, Exercise Physiology Search Committee, Dept of Physical Education, Research and Athletics, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, by December 30, 1986. Duties commence July 1, 1987, subject to budgetary approval.

PHYSICAL THERAPY

UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Department of Physical Therapy. Applications are invited for two full-time tenure track appointments in the Department of Physical Therapy, University of Alberta, for September 1987 The University of Alberta offers B.Sc and M.Sc degrees in Physical Therapy Qualified candidates should possess a doctoral degree A physical therapy background would be an asset Salary will be commensurate with qualifications and experience (Assistant Professor: $31,612 - $45,340; Associate Professor: $39,620 - $57,236). Responsibilities include undergraduate and graduate teaching in neurology/neurophysiology or cardiopulmonary physiotherapy, research and scholarly work, and other administrative duties. Qualified applicants should send a curriculum vitae, state their teaching and research interests, together with the names of three referees to: Dr. Martha C Piper, Dean, Faculty of Rehabilitation Medicine, 3-16 Corbett Hall, University of Alberta, Edmonton, Alberta, T6G 2G4 in accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The deadline for receipt of applications is March 30, 1987.

UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Department of Physical Therapy. Applications are invited for a full-time clinical teaching appointment (3-year term with possibility of renewal) in the Department of Physical Therapy, University of Alberta, for July 1987 The University of Alberta offers B.Sc. and M.Sc degrees in physical therapy. Government funding has provided a major expansion of the program. Qualified candidates must be physical therapists who possess a master's degree and have advanced clinical training and experience in the area of cardiac/pulmonary physical therapy Salary will be commensurate with qualifications and experience (Assistant Professor: $31,612 - $45,340; Associate Professor: $39,620 - $57,236). Responsibilities include undergraduate teaching, clinical practice, symposium organization, and administrative duties. A strong clinical background is required Qualified applicants should send a curriculum vitae, state their teaching interests, together with the names of three referees to: Dr Martha C. Piper, Dean, Faculty of Rehabilitation Medicine, 3-18 Corbett Hall, University of Alberta, Edmonton, Alberta, T6G 2G4 In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The deadline for receipt of applications is March 30, 1987.

PHYSICS

ROYAL ROADS MILITARY COLLEGE. Physics and Computer Science. The Department of Physics at Royal Roads Military College invites applications for a tenure track position et the Assistant or Associate Professor level to commence on 1 August 1987. The successful candidate will have a PhD and will be expected to teach courses at the undergraduate and possibly graduate level in both physics and the theoretical and applied aspects of computer science and to carry out research. Thus the ideal person will have studied physics as well as courses in Physics followed by in-depth experience in interfacing scientific apparatus to microcomputers as might be obtained through a formal degree and/or extensive applicetions research. Salary will be commensurate with qualifications and level of appointment. Applications, which should include curriculum vitae and the names and addresses of at least three references should be sent to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C., V9S 1B9; (TEL: (604) 380-4517). In accordance with Canedian immigretion requirements, this advertisement is directed en the first instance to Canadian citizens and permanent residents of Canada. Royal Roads Military College offers equal employment opportunities to qualified female and male applicants. Applications will be received until a suitable candidate is found.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching may be arranged. A brochure outlining current research programs will be senl on request Applicants should send a resume and names of 3 references to Prof. J. D. Leslie, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Applications from women candidates are particularly welcome.

POLITICAL SCIENCE/STUDIES

UNIVERSITY OF TORONTO. Political Science. 1. Assistant Professor, tenure

stream; two appointments based at the St. George Campus on a rotating basis between Campuses (subject to budgetary approval; 2. Ph.D. 3. Position (a) Political Theory; (b) Comparative Politics/Western Europe; (c) Canadian Politics (Erindale Campus). 4. Salary in Assistant Professor range commensurate with experience. 5. Send applications to Professor Bennett Kovrig, Chairman, Department of Political Science, University of Toronto, M5S 1A1, including complete CV and names of at least three referees. 6. Effective 1 July 1987 7. Closing Date: 15 January 1987 In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Political Studies. Applications are invited for a one-year limited term appointment in Political Studies. Applicant's should have a Ph.D. or be near to completion. They should be competent in the comparative politics area, to teach introductory comparative and Third World courses and the politics of planning. Salary is expected to be at the level of Lecturer, or floor of the Assistant Professor. Please send curriculum vitae and the names of three referees to: Professor R. Campbell, Chairman, Department of Political Studies, Trent University, Peterborough, Ontario, K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Political Studies. Applications are invited for a one-year limited term appointment in Political Studies, subject to budgetary approval. Starting date is 1 July 1987. Applicants should have a Ph.D. or be near to completion. They should be competent in the international politics area, to teach courses in international law and Canadian-American relations. Salary is expected to be at the level of Lecturer, or floor of the Assistant Professor. Please send curriculum vitae and the names of three referees to: Professor R. Campbell, Chairman, Department of Political Studies, Trent University, Peterborough, Ontario, K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Political Science. Applications are being accepted for a faculty position from individuals in comparative politics with teaching and research interests in one or more of (i) Soviet Politics, (ii) Eastern European Politics, (iii) Chinese Politics. Ph.D required. The appointee will be appropriately qualified to teach a general introductory course as well as courses at more advanced levels. Salary will depend on qualifications. Appointment effective July 1, 1987 or thereafter. Appointment available until February 27, 1987 or until position filled. Send resumes, Dr. Geoffrey Pridham, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professor whenever possible. Applications from women candidates are particularly welcome.

UNIVERSITY COLLEGE OF CAPE BRETON. Political Science. The Department of Social Sciences is receiving applications for a tenure-track position in political science, at the rank of assistant (Ph.D or near completion) or associate professor (Ph.D. required), subject to budgetary approval, beginning July 1, 1987. Applicants should show evidence of scholarly research and must be able to teach undergraduate courses in at least two of the following areas. Soviet/East European Politics, Methods, International Organization, Public Administration and Development (Africa, Asia) A curriculum vitae and the names of three referees should be sent to the Chairperson, Department of Social Sciences, P.O. Box 5300, Sydney, Nova Scotia Canada B1P 6L2. Applications must be received by January 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

YORK UNIVERSITY. Political Science. The Department invites applications for a total of three entry level appointments (including one previously advertised) in International Relations. Two of the appointments will be tenure track, one will be contractually limited. Applicants should specialize in one or more of the following areas: major powers foreign policy; International political economy; international relations theory, international organization and institutions; Third World foreign policy. It is expected that one of the appointments will be in the area of Japanese foreign affairs. The positions may be filled at the assistant professorship and supervision, as well as undergraduate teaching and research. Appointments to commence July 1987. Requirements: Ph.D. or equivalent, demonstrated research and teaching abilities and strong publication record. Salary Commensurate with qualifications Deadline: January 15, 1987. To apply, forward curriculum vitae with names of three referees to: Professor R.J. Drummond, Chair, Department of Political Science, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. All appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. The Department invites applications for an entry level, tenure track appointment in Canadian Law and Politics, specializing in Constitutional Law and/or Public Law. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research. Appointment to commence July 1987. Requirements: Ph.D. or equivalent; demonstrated research and teaching abilities and strong publication record. Salary Commensurate with qualifications Deadline: January 15, 1987. To apply, forward curriculum vitae with names of three referees to: Professor R.J. Drummond, Chair, Department of Political Science, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. All appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VANDSDB. Political Science. The Department of Political Science invites applications for a Tenure Track position in the areas of Statistics and Research Methods. In addition to teaching undergraduate and/or graduate courses in these areas, the appointee will be expected to teach courses in Canadian Politics and Government, Political Behaviour or Public Administration. Applicants must have formal training in Statistics and Methodology as well as teaching experience in both areas. While academic rank is dependent upon qualifications the minimum requirement is a completed Ph.D. in Political Science and established publication record. All responsibilities commence July 1, 1987. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. The closing date for applications is February 15, 1987 or until suitable applicant is appointed. Interested applicants should send their curriculum vitae and the names of three academic referees to Richard G Price, Associate Professor and Head, Department of Political Science, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF NEW BRUNSWICK. Political Science. The Department of Political Science anticipates an opening (possibly tenure-track) at the level of Assistant Professor, completed Ph.D. or required for appointment at the rank of Assistant Professor. Salary will be commensuate with relevant experience. The position will involve undergraduate and graduate teaching as well as research in the areas of (1) Soviet Government, (2) Soviet Foreign Policy, (3) Politics in Eastern Europe, (4) Marxism-Leninism and (5) the Communist Party and the Communist Revolutionary Application, including a current curriculum vitae and the names of at least three referees, should be sent to the Chairperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

POLITICS

BROCK UNIVERSITY. Politics. The Department of Politics, Brock University, intends to make a two-year replacement appointment at the rank of associate or full professor. The appointee will serve as Acting Director of the graduate concentration in judicial administration, with teaching responsibilities in MA courses in judicial administration, and undergraduate courses in a related field. Salary will be appropriate to qualifications. The closing date for receipt of applications and supporting letters is January 5, 1987. Letters of application with current c.v. should be sent to the Chairperson, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario, L2S 3A1. In view of the early closing date, applicants are required to ask three referees to write on their behalf to the same address before 5 January 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Politics. The Department of Politics, Brock University, will make a tenure-track appointment in public administration at the level of Assistant Professor. This is a new position. Teaching responsibilities will be primarily in Canadian public administration, but candidates with a research interest in administrative theory or comparative public administration are especially encouraged to apply. An ability and willingness to teach empirical research methods will also be an asset. Ph.D. with teaching experience and evidence of scholarly potential are desired. Salary will be appropriate to qualifications. Applications including a current c.v. should be sent to the Chairperson, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. Applicants should also ask three referees to write on their behalf to this address. Closing date for receipt of applications is January 31, 1987. The appointment will be effective July 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Politics. The Department of Politics, Brock University, will make a tenure-track appointment in political philosophy at the level of Associate or Assistant Professor. Ph.D., teaching experience, and accomplishment as a scholar are desired. Salary will be appropriate to qualifications. Applications with a current c.v. should be sent to the Chairperson, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1 Applicants should also ask three referees to write on their behalf to this address. Closing date for receipt of applications is January 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHIATRY

UNIVERSITY OF SASKATCHEWAN. Rehabilitation Psychiatrist. A psychiatrist specially interest in Rehabilitation Psychiatry is required in the Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan. This position will be a full-time appointment in the Department of Psychiatry at an appropriate rank and with benefits commensurate with the position. This incumbent will practise in the 534 bed University Hospital which has a 48 bed psychiatric consultant unit, an active 25 piecement day programme, and a twelve-member community mental health team. The successful candidate will be responsible for the development of clinical, educational and research programmes in Rehabilitation Psychiatry for the Department. Clinical involvement will include a major focus on the treatment and rehabilitation of individuals with chronic and recurrent psychiatric disorders with significant disabilities. Administrative aspects will include direction of the Rehabilitation Psychiatry Division in the Department and the maintenance and development of new community programmes, with particular emphasis on day programmes, community nurse management and vocational rehabilitation. The successful candidate will be able to undergraduate medical, postgraduate, family medicine and psychiatric trainees, in the clinical field of Psychiatric Rehabilitation. There will be opportunities and encouragement of scholarly and research ventures. Presently there exist well established collaborative research programmes in Neuroscience, Pharmacology, Pharmacy and Epidemiology within the University, externally with the Research Division, Saskatchewan Health, and the Rehabilitation Division of the Department of Psychiatry, UCLA. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience Please address enquiries to: Dr. Terence Ogilvie, FRCP(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0; (306) 966-8253.

PSYCHOLOGY

ST. FRANCIS XAVIER UNIVERSITY. Psychology. St. Francis Xavier University, Department of Psychology invites applications for a tenure-track position at the assistant professor level, in developmental psychology. A Ph.D. is required The successful applicant will teach undergraduate introductory and developmental courses. Applicants should send curriculum vitae and three letters of reference to Dr. John Edwards, Chairman, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0 Closing date for applications is January 31, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of Applied Developmental Psychology. Applicants should be prepared to teach graduate level courses in assessment of children, learning disabilities, and intervention strategies with children and families, and should be committed to an active program of research in Applied Developmental Psychology. Additional interests in personality or psychopathology or social psychology would be a major asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send curriculum vitae and names of three references to: Michael L. Mathews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario N1G 2W1. Subject to final budgetary approval.

UNIVERSITY OF OTTAWA. Psychology. The School of Psychology of the University of Ottawa anticipates to be able to offer tenure-track positions to fill by July 1st, 1987. They would be at the Assistant or Associate Professor level. The priority areas are Child Clinical Psychology, Adult Clinical Psychology, Quantitative Methods, Neuroscience, and Cognitive Psychology. Applicants should possess the following minimum qualifications: doctorate in Psychology; fluency in French and English; and research and teaching interests. The salary for the current academic year is $28,459 at the level of Assistant Professor and $36,749. at the level of Associate Professor. Applications should be received before January 15th, 1987. Submit a letter of application, vita, names and addresses of three referees and two recent publications from refereed journals or visible evidence of scholarly publication to: Dr. Joseph De Koninck, Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Psychologie. L'Ecole de Psychologie prévoit avoir quelques postes vacants de professeurs à combler pour le 1er juillet 1987. Ces postes seront des postes réguliers au niveau de professeur adjoint ou agrégé Les besoins principaux sont en Psychologie clinique de l'enfant, en Psychologie clinique de l'adulte, en Méthodes quantitatives, en Neuroscience et en Psychologie cognitive. Les qualifications minimums sont: le doctorat en Psychologie, un très bon potentiel en recherche, et une connaissance du français et de l'anglais. Le salaire minimum de l'année en cours au niveau de professeur adjoint est de $28,459, et à celui de professeur agrégé de $36,749 Les candidatures devraient être soumises avant le 15 janvier 1987. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que de titres à part de deux publications récentes ou de tout autre document démontrant votre contribution académique au: Dr Joseph De Koninck, Directeur, Ecole de Psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens et résidents permanents immigrants reçus.

QUEEN'S UNIVERSITY. Faculty of Arts and Science. Department of Psychology. Queen's Nationsl Scholar Position. Applications are invited for a Queen's National Scholar position in the Department of Psychology. The successful candidate will be in the early to middle stages of her/his career and will have an already established record of excellent teaching Selection will be based on academic excellence. Strong candidates in any area will be considered. The successful candidate will be for an initial five year term leading to a tenure track position. Salary will be commensuate with qualifications and experience. Applications from both sexes are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit their curriculum vitae and three letters of reference to be sent to: Dr. Rod Lindsay, Chair, ONS Committee, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6.

QUEEN'S UNIVERSITY. Faculty of Arts and Science. Department of Psychology. Two Year Replacement Position. The Department has an opening for an Assistant Professor in the field of perception. In the first instance this is a two-year term appointment, with the possibility of an extension. Well qualified candidates with a strong commitment to research and an interest in teaching courses in perception at the honours undergraduate level are encouraged to apply. The successful candidate will join an active perception group in the Department, and will be expected to participate in all its activities, including graduate seminars and research supervision. Candidates of both sexes are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit their curriculum vitae and three letters of reference to be sent to: Dr. P.C. Dodwell, Chair, Perception Search Committee, Department of Psychology, Queen's University, Kingston, Ontario K7L 3X8.

ACADIA UNIVERSITY. Department of Psychology. The Psychology Department of Acadia University has an opening for an Assistant Professor for a term up to three years. The successful candidate will teach courses in introductory psychology, experimental psychology, as well as learning and behaviour modification. Applications, including a curriculum vitae and three letters of reference, should be sent to Dr. Michael Leiter, Psychology Department, Acadia University, Wolfville, Nova Scotia B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Acadia University ie an Equal Opportunity Employer.

BROCK UNIVERSITY. Psychology. The Department of Psychology, Brock University, invites applications for e tenure track position (subject to budgetary approval) in life span developmental psychology. Teaching responsibilities will include courses in youth and adolescence, adulthood and middle age, and late adulthood, experience in longitudinal design and multivariate analyses would be helpful. Rank and salary will depend on qualifications of the candidate. Deadline for applications is February 6th, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents Letters of application, together with curriculum vitae, samples of scholarly work, and the names of three referees should be sent to Jack Adams-Webber, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, L2S 3A1.

RADIOLOGY

McGILL UNIVERSITY. Department of Radiology. Teaching Fellow Compulsory Radiology Course for medical students, limited clinical duties. Appointment one year, renewable, beginning July 1st, 1987. Contact: Dr. M.J. Pelyavek, Professor and Chairman, Department of Radiology, McGill University, 3755 Cote St. Catherine, Montreal, Quebec, Canada H3T 1E2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada)

RELIGIOUS STUDIES

WILFRID LAURIER UNIVERSITY. Religious Studies. Wilfrid Laurier University invites applications for a full-time appointment in **ASIAN RELIGIONS** beginning with the 1987-98 academic year. Candidates should have a specialization in a major Asian religious tradition (e.g. Hinduism or Buddhism), geographical area (e.g., India, China, Japan, or Southeast Asia) as well as competence in a second tradition (e.g. Islam or Judaism). Ph.D. required. The appointee will teach both graduate and undergraduate courses. Applications with curriculum vitae, three letters of reference, and samples publications and course outlines should be sent by December 15, 1986 to Dr. Ron Sheets, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. Religious Studies. The Department of Religion and Culture invites applications for a continuing full-time appointment in the area of Psychology of Religion. Clinical training and secondary competence in either area of the social scientific study of religion are preferred. The candidate will teach both undergraduate and graduate courses; the latter may include seminars. Preference will be given to applicants with previous teaching experience and an established publishing record. Rank and salary are negotiable. Letters of application with curriculum vitae, three letters of reference, and sample publications and course outlines should be sent by January 31, 1987, to Dr. Ron Grimes, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Religious Studies. Applications are invited for an associate professorship in Islam (2/3ds in Dept. of Religious Studies, 1/3rd in Dept. of Middle East and Islamic Studies), budget permitting Candidates should hold the Ph.D. and be approximable to the graduate level Teaching responsibilities will be to give undergraduate courses in history of religions and in the appointee's special field and to conduct graduate seminars and direct research in the Qur'an, the development of the medieval religious sciences in Sunni and Shi'i Islam and trends in modern Islamic religious thought, particularly in response to the challenges of the West. The salary scale is $27,000, to be revised in accord with the faculty salary settlement. Candidates should send their applications together with three letters of reference by February 2, 1987 to Professor W.J. Callahan, Chairman, Department of Religious Studies, 110 Charles St West, Toronto M5S 1A1, Ontario. This advertisement is directed to Canadian citizens and permanent residents in accord with Canadian immigration requirements.

UNIVERSITY OF TORONTO. Religious Studies. Applications are invited for a three-year contractually limited appointment at the rank of assistant professor in sociology of religion with specialization in French society. The Ph.D. is required. Some publications and teaching experience are desirable. Teaching responsibilities will include courses in the sociology of religion and in the appointee's special field of interest. The salary floor is $27,000, to be revised in accord with the faculty salary settlement. Applications and three letters of reference should be sent by February 2, 1987 to Professor W.J. Callahan, Chairman, Department of Religious Studies, 110 Charles St. West, Toronto M5S 1A1, Ontario. This advertisement is directed to Canadian citizens and permanent residents in accord with Canadian immigration requirements.

UNIVERSITY OF TORONTO. Religious Studies. Applications are invited for a three-year contractually limited appointment at the rank of assistant or associate professor in New Testament studies. The Ph.D. is required. Some publications and teaching experience are desirable. Teaching responsibilities will include an introductory course on the New Testament and other courses in the appointee's field of interest. The salary floor is $27,000, to be revised in accord with the faculty salary settlement. Applications and three letters of reference should be sent by January 23, 1987 to Professor W.J. Callahan, Chairman, Department of Religious Studies, 110 Charles St. West, Toronto M5S 1A1, Ontario. This advertisement is directed to Canadian citizens and permanent residents in accord with Canadian immigration requirements.

UNIVERSITY OF WATERLOO. Religious Studies. The Department of Religion and Culture invites applications for a continuing full-time appointment in the area of Psychology of Religion. Clinical training and secondary competence in either area of the social scientific study of religion are preferred. The candidate will teach both undergraduate and graduate courses; the latter may include seminars. Preference will be given to applicants with previous teaching experience and an established publishing record. Rank and salary are negotiable. Letters of application with curriculum vitae, three letters of reference, and sample publications and course outlines should be sent by January 31, 1987, to Dr. Ron Grimes, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Religious Studies. Applications are invited for an associate professorship in Islam (2/3rds in Dept. of Religious Studies, 1/3rd in Dept. of Middle East and Islamic Studies), budget permitting Candidates should hold the Ph.D. and be approximable to the graduate level Teaching responsibilities will be to give undergraduate courses in history of religions and in the appointee's special field and to conduct graduate seminars and direct research in the Qur'an, the development of the medieval religious sciences in Sunni and Shi'i Islam and trends in modern Islamic religious thought, particularly in response to the challenges of the West. The salary scale is $27,000, to be revised in accord with the faculty salary settlement. Candidates should send their applications together with three letters of reference by February 2, 1987 to Professor W.J. Callahan, Chairman, Department of Religious Studies, 110 Charles St West, Toronto M5S 1A1, Ontario. This advertisement is directed to Canadian citizens and permanent residents in accord with Canadian immigration requirements.

RURAL ECONOMY

UNIVERSITY OF ALBERTA. Department of Rural Economy. Applications are invited for a tenure-track position in farm financial and business management. Responsibilities include teaching and research in farm management and financial management of farms and related firms. Preference will be given to candidates with quantitative skills and knowledge of agricultural production economics. Applicants should possess the Ph.D. degree in agricultural economics or equivalent. The position is at the Assistant Professor level, but applications from more senior candidates are also encouraged to apply. Send curriculum vitae and names of three referees by December 1, 1986 to: Dr. M.L. Leroh, Chairman, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Position subject to final budgetary approval The University is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Others are invited to apply.

SOCIAL WORK

UNIVERSITY OF WATERLOO, Renison COLLEGE. Sochi Work. Applications are invited from Canadian citizens and permanent residents for one (possibly two) full-time positions in Social Work to teach undergraduate courses in Social Work and Social Studies programme. Rank and salary open and dependent on qualifications and experience. MSW or DSW and experience required. Appointment to take effect by September 1/87. Applications to: I.L. Campbell, Principal, Renison College, University of Waterloo, Waterloo, Ontario, N2L 3G4

SOCIOLOGY

UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Applications are invited for one tenure-track position in demography, subject to final budgetary approval. Research specialties in demography are open; preference given to formal or technical demography. Ph.D. or equivalent required. Rank and salary are open. Appointment to commence August 1, 1987. Letters of application, including a curriculum vitae, and the names and addresses of three referees to be sent by the deadline should be sent to the Chair, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for applications is December 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Sociology. The Department of Sociology of the University of Toronto (Erindale Campus) invites applications for a tenure track position at the Assistant Professor level in the area of sociology of deviance. Qualifications required: Ph.D in sociology and evidence of excellence in teaching and research in the area of deviance, plus ability to teach research methods and statistics Major responsibility for teaching courses in sociology of deviance, crime and delinquency, and, serve as Advisor to the special undergraduate program in Crime and Deviance. Also expected to provide teaching support in the area of social statistics and research methods. Salary commensurate with qualifications and experience. Applications with curriculum vitae and letters of reference from three referees should be sent to: Dr. John Hagen, Chairman, Recruitment Committee, Department of Sociology, University of Toronto, 563 Spadina Avenue, Toronto, Ontario, M5S 1A1. Subject to budgetary approval, appointment will commence on 1st July, 1987; closing date for receipt of applications is January 1, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

TRINITY WESTERN UNIVERSITY. Sociology/Human Services. a) Position: Assistant Professor or Associate Professor level in Sociology (or Psychology) and Human Services. b) Qualifications: A completed Ph.D., Social Work and teaching experience and publications will be given preference. c) The successful candidate will head the Human Services program. The ability to evaluate one's discipline from and integrate it with a biblically Christian perspective is required. d) Write to: Dr. Kenneth R. Davis, Dean, Trinity Western University,

7600 Glover Road, Langley, B.C., Canada, V3A 4R9 Trinity Western University has an evangelical and pietistic educational philosophy. It is chartered by the province of British Columbia and is a full member of A.U.C.C. In accordance with Canadian Immigration Department regulations, this advertisement is first directed to Canadian citizens and permanent residents. e) Opening for September, 1987

BROCK UNIVERSITY. Sociology. The Department of Sociology at Brock University invites applications for a tenure track position in the field of methodology. Rank open. Ph.D required. Administrative experience an asset. The Department is looking for a person skilled in a broad spectrum of qualitative and quantitative methods of data collection and capable of applying computer and statistical procedures to data analysis. Preference will be given to candidates with a broadly based intellectual orientation consistent with the Department's interdisciplinary approach, which combines Sociology, Social Psychology, and Social Anthropology. The appointee will be expected to teach junior and senior undergraduate methodology courses. Other areas of expertise in which candidates are being sought include: introductory, deviance; criminology and corrections; technology and change; socialization. Salary negotiable on rank and experience. Effective date of appointment July 1, 1987. Closing date for applications March 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Applications from both women and men are encouraged. Position available pending budgetary approval. Send curriculum vitae and names of three referees to G.B. Rush, chairperson, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. (2) Sociology. Applications are invited for two tenure-track positions at the Assistant Professor level beginning in the academic year 1987-88 in the Department of Anthropology and Sociology, The University of British Columbia. Vacancies subject to funding. Salary commensurate with experience. Applicants should have completed the Ph.D and demonstrated research and teaching competence in at least two of the following areas: criminology/law and society, social psychology, sociology of gender, quantitative methods. Applications with curriculum vitae, covering letter stating interests and research of potential referees, and samples of written work, should be sent by January 15, 1987, to Dr. M.G. Silverman, Head, Department of Anthropology and Sociology, The University of British Columbia, Vancouver, B.C. V6T 2B2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer.

TRENT UNIVERSITY. Department of Sociology. Applications are invited for two tenure-track appointments at the assistant professor level beginning July 1, 1987. Candidates must possess demonstrated strength in research, sociological theory and undergraduate teaching. Fields of specialization are open. Ph.D or near completed Ph.D required. Letters of application, including a curriculum vitae and the names and addresses of three referees should be sent to Professor Alena Heitlinger, Chair, Department of Sociology, Trent University, Peterborough, Ontario, K9J 7B8. The deadline for applications is January 15, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF CAPE BRETON. Sociology/Anthropology. Subject to budgetary approval, the Department of Social Sciences offers a tenure-track position in Sociology/Anthropology at the rank of assistant or associate professor beginning no later than September 1, 1987 and as early as July 1. Applicants should have the Ph.D. degree, be dedicated to teaching and be demonstrated research and scholarly achievement. The successful candidate would direct undergraduate courses and theses, preferably in the areas of: sociology of health, illness and medicine; gender studies; and cultural anthropology. Secondary consideration will also be given to competence in other areas, especially political sociology, social movements, and criminology. Salary (1986) (approx): Assistant - $26,600 As: societe - $34,800. Curriculum vitae and names of three referees should be sent to Chairperson, Department of Social Sciences, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Applications must be received by January 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Sociology/Downtown Campus. Applications are invited for a tenure track position at the Assistant Professor level in the area of the sociology of deviance. A Ph.D in sociology is required with evidence of outstanding research accomplishment. Duties include teaching and research. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and letters of reference from three referees should be sent to Professor John Hagan, Chair-Recruitment Committee, Department of Sociology, University of Toronto, 563 Spadina Ave., Toronto, Ontario M5S 1A1. Subject to budgetary approval, appointment will commence on 1 July 1987. Deadline date for applications is January 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Applications from both women and men are encouraged. Position available pending budgetary approval. Send curriculum vitae and names of three referees to G.B. Rush, chairperson, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. (2) Sociology. Applications are invited for two tenure-track positions at the Assistant Professor level beginning in the academic year 1987-88 in the Department of Anthropology and Sociology, The University of British Columbia. Vacancies subject to funding. Salary commensurate with experience. Applicants should have completed the Ph.D and demonstrated research and teaching competence in at least two of the following areas: criminology/law and society, social psychology, sociology of gender, quantitative methods. Applications with curriculum vitae, covering letter stating interests and research of potential referees, and samples of written work, should be sent by January 15, 1987, to Dr. M.G. Silverman, Head, Department of Anthropology and Sociology, The University of British Columbia, Vancouver, B.C. V6T 2B2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer.

TRENT UNIVERSITY. Department of Sociology. Applications are invited for two tenure-track appointments at the assistant professor level beginning July 1, 1987. Candidates must possess demonstrated strength in research, sociological theory and undergraduate teaching. Fields of specialization are open. Ph.D or near completed Ph.D required. Letters of application, including a curriculum vitae and the names and addresses of three referees should be sent to Professor Alena Heitlinger, Chair, Department of Sociology, Trent University, Peterborough, Ontario, K9J 7B8. The deadline for applications is January 15, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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UNIVERSITY OF TORONTO. Department of Sociology/Downtown Campus. Applications are invited for a tenure track position at the Assistant Professor level in the area of the sociology of deviance. A Ph.D in sociology is required with evidence of outstanding research accomplishment. Duties include teaching and research. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and letters of reference from three referees should be sent to Professor John Hagan, Chair-Recruitment Committee, Department of Sociology, University of Toronto, 563 Spadina Ave., Toronto, Ontario M5S 1A1. Subject to budgetary approval, appointment will commence on 1 July 1987. Deadline date for applications is December 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO. Department of Sociology/Erindale Campus. Applications are invited for a tenure track position at the Assistant Professor level in the area of sociology of deviance. Ph.D in sociology and evidence of excellence in teaching and research in the area of deviance, plus ability to teach research methods and statistics. Duties include responsibility for teaching courses in sociology of deviance, crime and delinquency; and, serve as advisor to the special undergraduate program in Crime and Deviance. Also expected to provide teaching support in the area of social statistics and research methods. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and letters of reference from three referees should be sent to: Professor John Hagan, Chair-Recruitment Committee, Department of Sociology, University of Toronto, 563 Spadina Ave., Toronto, Ontario M5S 1A1. Subject to budgetary approval, appointment will commence on 1 July 1987. Deadline date for applications is January 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for one two-year term position at the rank of Lecturer/Assistant Professor, with a possibility of renewal. Ph.D. or near Ph.D required. Teaching experience and publications preferred. All areas will be considered but preference will be given to candidates qualified to teach some combination of the following courses: Introductory Sociology, Social Theory, Sociology of Law, Research Methods, or Comparative Social Systems. Salary and rank commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. Joel Novek, Acting Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1987. Closing date for applications: February 1, 1987 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for a tenure track position at the rank of Assistant Professor/Lecturer. Ph.D or near Ph.D. required. Teaching experience and publications preferred. All areas will be considered but preference will be given to candidates with demonstrated teaching and research interests in criminology and social control, and/or socialization. Salary and rank commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. Joel Novek, Acting Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1987. Closing date for applications: February 1, 1987 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS

UNIVERSITY OF ALBERTA. Statistics and Applied Probability. The Department of Statistics and Applied Probability invites applications for two tenure track positions one at the Assistant Professor level ($31,612 - $45,340 per annum) and one at the Associate Professor level ($38,689 - $51,612 - $57,236 per annum) in any area of Statistics and/or Biostatistics. Effective date: July 1, 1987. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested individuals should send curriculum vitae (including list of publications) and names of three referees to: Dr. J.R. McGregor, Chairman, Department of Statistics and Applied Probability, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. Closing date for applications: January 1, 1987.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Mathematics and Statistics. The department has two positions available from July 1, 1987. There is a three-year renewable (tenure-track) position and the other is a three-year Queen's National Scholarship which might become tenure track. Candidates should have demonstrated potential in research and teaching. Outstanding candidates in any field will be considered, although the department is particularly interested in applicants who work in statistics, probability or analysis. Salary will depend on experience and qualifications. Applicants should send a vita to: Professor L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. Applicants should arrange for three letters of recommendation to be sent to the above address. At least one letter should comment on the candidate's teaching ability. Applications should be sent as soon as possible. The closing date for applications is January 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply.

MOUNT ALLISON UNIVERSITY. Statistics. Applications are invited for a tenure-track position at the rank of assistant professor, associate professor or professor, beginning July 1, 1987. Applicants should hold a Ph.D. in statistics or an M.Sc. in statistics and a Ph.D. in mathematics. Duties include teaching, research, and contributions to the general activities of the department. Salary ranges for 1987-88 are $28,689 - $41,300 for assistant professor; $35,568 - $57,924 for associate professor; and $44,740 - $69,962 for professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. NSERC University Research Fellowships. The Department of Mathematics and Statistics of Simon Fraser University is seeking strong candidates for NSERC University Research Fellowships who are qualified in Statistics and Numerical Analysis. The term of these Fellowships is normally five years and Fellows are selected by the Natural Sciences and Engineering Research Council on a competitive basis. Compensation will be at the Assistant Professor Level. Nominees must be Canadian citizens or permanent residents at the time of nomination, which would be in the Fall of 1987 (for appointment in the Summer of 1988). Those interested in applying for these Fellowships through the Department of Mathematics and Statistics at Simon Fraser University are invited to submit curriculum vitae, selected reprints ad preprints of publications, transcripts and at least five references to Dr. A.R. Freedman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada.

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of assistant professor of Statistics. Applicants must have a Ph.D and show potential for early and effective research programme in Statistics with particular research interests in quality control or industrial applications of Statistics. Duties include undergraduate and graduate level teaching, research, and industrial consultation. Salary will be commensurate with qualifications and experience. Appointment would be effective July 1, 1987 and funding is assured for a three year term. The closing date for applications is January 31, 1987. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Applications and inquiries should be directed to Dr. J.O. Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors. Applications from women candidates are particularly welcome.

SURGERY

UNIVERSITY OF TORONTO. Department of Surgery. 1. University rank negotiable, commensurate with qualifications. 2. Qualifications Required: M.D. 3. Position of staff neurosurgeon in the Division of Neurosurgery, Hospital for Sick Children. This an active tertiary care unit with 53 beds, which carries out 1000 operative procedures per year. Prefer an individual with training and proven skills in clinical paediatric neurosurgery and basic neurosurgical research. Salary negotiable. Applications with curriculum vitae and a list of three referees should be forwarded to: Dr. Harold J. Hoffman, Neurosurgeon-in-Chief, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, Canada, M5G 1X8. 6. Effective: July 1, 1987. 7. Closing Date: January 31, 1987.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Veterinary Internal Medicine. Veterinary Ophthalmology. Applications are invited for a tenure-track faculty position in Veterinary Ophthalmology at the level of Assistant Professor in the Department of Veterinary Internal Medicine. The position is available on July 1, 1987. The responsibilities will include teaching veterinary ophthalmology to undergraduate and postgraduate veterinary students and participation in the clinical teaching and service programs primarily in the small animal clinic but also in the large animal clinics of the Veterinary Teaching Hospital. Clinical research and scholarly work in veterinary ophthalmology will be encouraged and expected. Candidates with postgraduate qualifications and/or Board certification will be given preference. Applicants must possess a D.V.M. degree or its equivalent and be eligible for licensure to practice veterinary medicine in Saskatchewan. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications and curriculum vitae, including the names of three referees, should be submitted to Dr. O.M. Radostits, Head, Department of Veterinary Internal Medicine, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Veterinary Internal Medicine. Small Animal Internal Medicine. Applications are invited for a tenure-track faculty position in Small Animal Internal Medicine at the level of Assistant Professor in the Department of Veterinary Internal Medicine. Applicants who have an interest in cardiology will be given preference. The position is available on July 1, 1987. The responsibilities will include teaching small animal internal medicine to undergraduate and postgraduate veterinary students and participation in the clinical teaching and service programs in the small animal medicine clinic of the Veterinary Teaching Hospital. Clinical research and scholarly work in small animal internal medicine will be encouraged and expected. Candidates with postgraduate qualifications and/or Board certification will be given preference. Applicants must possess a D.V.M. degree or its equivalent and be eligible for licensure to practice veterinary medicine in Saskatchewan. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications and curriculum vitae, including the names of three referees, should be submitted to Dr. O.M. Radostits, Head, Department of Veterinary Internal Medicine, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

VISUAL ARTS

SIMON FRASER UNIVERSITY. Centre for the Arts. Visual Art Position. The Centre for the Arts at Simon Fraser University will make a full time tenure track faculty appointment in Visual Arts. Primary duties of the position are to teach studio courses from the introductory to the advanced level, and to teach some academic courses in modern art history and theory. The ability to integrate historical and theoretical issues with studio teaching is a requirement. Artists working in all contemporary media are encouraged to apply. The successful candidate will be an active artist with a substantial exhibition record. Candidates should be prepared to accept university responsibilities within an interdisciplinary Fine and Performing Arts department, duties to begin September 1987. Preference will be given to candidates eligible for employment in Canada at the time of application. Subject to budgetary authorization, letters of application, curriculum vitae, and the names of three referees should be received by 7 February 1987, and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

WOMEN'S STUDIES

SIMON FRASER UNIVERSITY. Chair in Women's Studies. The Women's Studies Program at Simon Fraser University is seeking a senior candidate for the Ruth Wynn Woodward Endowment Chair beginning in either May or September 1988. The appointment may be made for eight or twelve months. Applicants with a specialty in Canadian women and the arts are invited, expertise in feminist literature and literary criticism is particularly sought. Applicants must be Canadian citizens or landed immigrants, and must have appropriate academic or professional qualifications. Responsibilities will include teaching; public lectures and community outreach. Salary will be that of a senior scholar. Candidates should send a curriculum vitae and the names and addresses of three referees, no later than 15 January 1987, to: Mary Lou Fallis, Coordinator, Women's Studies Program, Simon Fraser University, Burnaby, BC, V5A 1S6; Telephone: (604) 291-3593.

ZOOLOGY

UNIVERSITY OF ALBERTA. Zoology. The Department of Zoology, University of Alberta has a position available in developmental biology, senior neurobiology. Interaction with an active group of developmental biologists and neurobiologists, working on vertebrate and invertebrate animals, in the Department and across the campus is expected. Applicants should minimally have a Ph.D degree or equivalent and postdoctoral experience, and must be highly qualified investigators capable of a vigorous independent research program. The successful applicant will be expected to compete for Scholarship support from the Alberta Heritage Foundation for Medical Research and/or University Research Fellowship from the Natural Sciences and Engineering Research Council NSERC). The appointment will be made at the rank of Assistant Professor (1986-87 salary $31,612 to $45,340), AHFMR Scholarship appointment may be at the rank of Assistant Professor or Associate Professor (1986-87 salary $39,620 to $57,236). Applicants should forward their curriculum vitae with names of three referees and selected reprints to Dr. R.E. Peter, Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta T6G 2E9, Canada by February 15, 1987. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Zoology. The Department of Zoology, University of Toronto, invites applications for a tenure-track Assistant Professorship in BEHAVIOURAL ECOLOGY beginning July 1, 1987, subject to budgetary approval. The successful candidate will be located at Erindale College, where established research groups in ecology and behaviour exists. A Ph.D. degree and post-doctoral experience are required. Expertise in evolutionary ecology would be an asset. Development of an active, externally-funded research programme including graduate students is expected. Teaching duties include contributions to team-taught undergraduate courses in general ecology, field biology and animal behaviour at both graduate and undergraduate levels. Current base salary is $27,000. Applicants should send a curriculum vitae, copies of representative publications, and three letters of reference before January 31st, 1987 to Dr. R. Reisz, Associate Chairman, Department of Zoology, University of Toronto, Erindale College, 3359 Mississauga Road North, Mississauga, Ontario, L5L 1C6, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both men and women to apply for positions.

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RESEARCH ASSOCIATE

Applications are invited for a position as Research Associate, commencing on or before February 1, 1987, for a continuing research program on metabolic regulation.

The successful candidate must possess a Ph.D. in Biochemistry, Physiology or Pharmacology; should have considerable experience in characterization/isolation of neurotransmitter receptors and enzymes, in HPLC analysis of neurotransmitters and their metabolites and pyridoxine vitamers, in small operative techniques such as i.c.v. administration of drugs, and in lesioning select brain areas and vascular-access port implantation; and, must have an established record of research on the regulation of neuroendocrine control by serotonergic neurons. Salary will be commensurate with experience and qualifications.

Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should submit their curriculum vitae to: DR. K. DAKSHINAMURTI, DEPARTMENT OF BIOCHEMISTRY, FACULTY OF MEDICINE, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3G 0W3. Closing date for applications: December 31, 1986.

Chair in Asia-Pacific Law and Policy

Applications are invited for a new Chair to be established in the Faculty of Law, University of Victoria, to strengthen the University's teaching and research programs in contemporary Pacific Rim studies.

This position is tenured. It is the second endowed Chair in the Faculty of Law. The Faculty was established in 1974 and has been accommodated since 1980 in an attractive new building with a first-class library. It has a permanent teaching staff of 23, plus term appointees and part-time lecturers. The students number 300 and are drawn from all parts of Canada. The great majority of them enter their law studies as graduates from another discipline.

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The successful candidate will lead the Faculty's teaching and research initiatives in International and Comparative Law, with particular reference to Southeast Asia and the adjacent Pacific Rim regions. Applicants should have an international reputation for scholarship and research, an outstanding teaching record, a firm knowledge of the legal and governmental systems of Southeast Asia and an established network of contacts and research associates in the region. Evidence of interdisciplinary research and teaching will be an asset. A new research institute is to be established as part of the Centre for Pacific and Oriental Studies, and the person appointed to this Chair will divide her or his time equally between the institute and the Faculty of Law.

Salary is to be negotiated but will be commensurate with the range expected for a senior Professor of international stature. The University's regular fringe benefit program will apply.

Applications should be sent to: **Professor William A.W. Neilson, Dean, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C., Canada, V8W 3H7. Telephone (604) 721-8147; telex 0497222 UVIC.**

Completed applications must be received by **December 31, 1986.**

UNIVERSITY OF VICTORIA

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References

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